REPORT ON NURSING FACULTY SALARIES

1983–1984

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REPORT

ON

NURSING FACULTY SALARIES

IN

COLLEGES AND UNIVERSITIES

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I. INTRODUCTION

Summary

This is the sixth annual report on salaries of full-time nursing faculty employed in baccalaureate and graduate programs which hold membership in the American Association of Colleges of Nursing. A response rate of 90 percent was achieved from schools to whom the questionnaires were sent in August 1983. However, for a number of reasons four schools were unable to supply complete data on faculty salaries. These schools are not listed in this report but will be included in the Report on Salaries of Nursing Deans. Thus, this report is based on usable data from 312 AACN member schools. The achievement of a 90 percent response attests to the value that nurse administrators associate with up-to-date salary information. See page 45 for a regional map and from page 46 for a list of institutions supplying faculty salary data for this report.

Background: AACN's Institutional Data System

Salary Reports: What was tentatively titled a Data Bank was officially launched by AACN late in 1978. During this six-year period, membership has continued to place highest priority on the salary reports. Since 1979 the salary series has consisted of three sections: (1) Salaries of Full-Time Nursing Faculty (2) Salaries of Nursing Deans (3) Salaries of Administrative Faculty in Nursing Excluding Deans.

Printouts: By December 1980 AACN was able to broaden its offerings to member schools with the creation of an Institutional Data System (IDS). The focus no longer was limited to salaries; the IDS made it possible to provide each member school with an individual printout showing its ranking with peer group schools on certain variables; in some instances the printout also showed comparison between the past year and the current year. The 1980 demonstration met with an enthusiastic response from membership with many suggestions for types of data schools would find helpful.

A second printout, incorporating some of the membership's suggestions for classification of data, was mailed to schools in September 1981. This mailing, including an order form encouraging schools to request special reports containing information in line with their needs, has further demonstrated appreciation of the scope of AACN's Institutional Data System. It highlighted the opportunities a school was afforded to compare itself with peer groups either regionally or on other categorical bases. The printout reports are presented in a format which gives a detailed view of the data, but without compromising the confidentiality of an individual school. Last year's printout, utilizing 1981 and 1982 data, stimulated many schools to request regional reports encompassing groupings

of states for comparative purposes. Schools are supplied with one copy of a printout free which portrays a standard grouping of variables. A fee is charged for further "customized" printouts.

Other Reports: A third type of report, featuring enrollment and graduations from AACN schools over a three-year period, was made available in April 1982 in response to urgent requests from membership. This special report illustrated still additional information retrievable from the Institutional Data System. Last year what seemed like significant shifts in enrollment from full-time to part-time motivated AACN to produce another special report on this topic. A four-year analysis entitled Enrollment in Baccalaureate and Graduate Programs in Nursing: Public, Private Religious and Secular was published in June 1983. With regard to the production of either printouts or special reports, deans/directors are reminded that maximum value can be derived only when schools submit data on an annual basis. Fortunately, a large majority of AACN members continue to do this.

Special Project Grant: AACN was fortunate to receive word in March 1983 that funding from the Division of Nursing, HRSA, PHS, made possible the launching of the Generic Baccalaureate Nursing Data Project. Data generated on this topic during a three-year period will enhance information presently available. Moreover, the reciprocal relationship between the project and IDS is a definite advantage to both.

During the past year AACN has continued to explore opportunities for outside funding which would permit expansion of data services. The institutional data which have accumulated over a six-year period, if subjected to further analysis, could provide stepping stones to further research. Lack of time, staff and funding have been barriers to further growth. AACN has been fortunate to be able to retain the services of the Information Systems Consultant who started us out in 1978. The Deputy Executive Director continues to assist IDS as Editorial Consultant to its publications.

II. METHOD

Format for Data Collection: Terminology

As was the case in previous years, the survey consisted of three sections: (1) institutional data, (2) a form for reporting all full-time nurse faculty salaries and (3) a form for reporting salary and related information for the chief administrative officer of the school/college of nursing and assistant administrators. AACN uses the title of dean in a generic sense; it refers to the "chief nurse" whether the title is dean, director, chairman, head, or other. The term school is used throughout the report to represent

all higher education institutions which offer baccalaureate, master's or doctoral programs in nursing--or all three of these. The data collection forms underwent only two revisions this year as follows: see pages 41 to 44 for examples of forms.

Institutional Data Questionnaire: No change from 1982-83.

Report of Faculty Salaries: List and Categorization: The tenure column was dropped from this report. Explanation will appear under the Results and Discussion section.

Dean and Other Administrative Faculty Reports: One addition to this form will be identified in the next report in the salary series.

Further Comments on Survey Forms

In general, the survey forms were designed to minimize the reporting burden for the schools, to protect the privacy of individual faculty members, and to facilitate accurate transcription of the data to computer media. In listing faculty salaries, space was provided for names of individuals on a work sheet to be used by staff serving the dean's office. However, when coding of degree level, academic rank, salary basis and salary was completed, the school was instructed to "tear off" the name list before forwarding the survey forms to AACN. Because data were collected on every individual, all calculations of means and statistics could be done by computer.

Computer Processing

All salary data were keypunched and entered into a computer system for processing; the data entry process was checked and re-checked to avoid transcription errors. Three processing steps were necessary to produce each table: Adjustment, Selection, and Statistical Analysis.

The adjustment process involved converting all salary data consistently to either an academic year or calendar year basis. The preparation of all the salary tables in this report involved conversion of final salary data from each individual and each school, whether on an academic or calendar year basis, to an equivalent amount on the other basis. Thus, for all of the tables based on the academic year, calendar year salaries were adjusted by multiplying by nine-elevenths. The tables presenting calendar year salaries were created by multiplying academic year salaries by eleven-ninths. Note that the two sets of columns in Summary Tables 1 and 2 and the two sets of Detailed Tables A and B differ only by these conversion factors.

The selection process involved preparation of a subset of the data base for faculty from schools with certain common characteristics, such as schools in one of the four geographic regions or schools with

baccalaureate programs only. The statistical analysis process involved accumulation and calculation of counts, means and percentiles of faculty salaries for each rank and degree level.

Format of the Detailed Tables

Data are presented on both an academic year and a calendar year basis. These two sections of the report each constitute a set of fifteen tables labeled A (academic year) and B (calendar year). This dual presentation is intended to facilitate ready usage on the part of the dean and faculty. Also, a case can be made for a format which permits all schools to make rapid comparison with salary data produced by the American Association of University Professors (AAUP) and other sources which generally utilize an academic year.

Major determinants of salary include academic rank and degree level, and all tables display statistics for these groups separately. The major institutional classification: public, secular private and religious private are displayed on all tables.

Following a table for all schools, tables are presented for four geographic regions which resemble those utilized by other national organizations. In addition to regional identification, separate tables are presented for schools according to type of parent institution. The final grouping beginning with Tables A9 and B9 presents schools with similar program type and size. The titles of these tables are significant: selection of schools for inclusion in the tables is based on the number of full-time students enrolled. For example, schools which have institutional approval to start a master's program but have not yet enrolled students are included in the tables for schools with baccalaureate programs only. As soon as a new program has students it is moved to the appropriate category. A map showing the geographic regions is located on page 45.

The pattern used for presenting salary data for each rank and degree level is consistent throughout the report. (See Key to Salary Tables on page 10.) All tables represent compilations of individual faculty salaries. Identification of salaries at the 25th and 75th percentiles, as well as the mean, will enable faculty members to locate (approximately) how their salaries compare with others of comparable background, institution, region, etc.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Thus, the percentile statistics have not been calculated where the number is less than five, and even the mean is not shown when the number is less than three. Thus, a group with a small number of individuals at a given rank and with a given degree will be represented only by a count.

To protect institutional privacy, no percentile statistics or means are reported where only a single school is included.

Brief Descriptive Summary of Classifications Used in Tables Location: south 33 percent; midwest 30 percent; north atlantic 28 percent; west 9 percent. Source of Support: public 56 percent; private religious 26 percent; private secular 18 percent. Parent Institution: universities 69 percent; four-year colleges 26 percent; other 5 percent. Approximately one-third of university schools were on academic health center campuses. Type(s) of Programs: baccalaureate only 52 percent; baccalaureate and graduate 47 percent; graduate only 1 percent. Twenty-six of the schools with graduate programs offer a doctoral program in nursing; one of these also offers a doctorate in nursing as a first professional degree.

III. RESULTS AND DISCUSSION: SUMMARY TABLES 1 AND 2

This 1983-84 report presents salaries for 312 public and private AACN member schools and covers 7732 (filled) full-time nurse faculty positions categorized according to four traditional academic ranks as of the fall of 1983-84. As was the case last year, faculty who were classified as "other" on the salary questionnaires, constituting no more than 3 percent of total responses, have been deleted from the total faculty number whose salaries are classified by rank in all tables. In line with instructions on the reverse of the salary form (page 44), this was a mixed group and separate statistical analysis of it could not be useful. However, deleting these irregular faculty (assistant instructors, lecturers) from instructors made salary data on instructors more meaningful.

Summary Table 1 compares average (mean) salaries for all schools participating in the 1982-83 and 1983-84 surveys. Salary increases of from 4 to 5 percent will be observed in each of the academic ranks, slightly lower than 5 to 6 percent last year.

Observation of increases in professors' salaries this year indicates 4 percent for those with doctoral preparation and 1.5 percent for those non-doctorally prepared; the reverse was true the last two years! However, unfortunately, salary increases for both associate and assistant professors, whether with doctoral or non-doctoral preperation, ranged from 4 to 5 percent. Inevitably in AACN salary reports, questions are raised about instructors with doctoral preparation. Although a rare phenomenon in nursing, the occurence is not uncommon in large universities. This rank is considered appropriate for a new doctoral graduate with minimal nursing experience prior to doctoral study. The concerned reader should be aware that less than 1 percent of faculty whose salaries are presented in this report are in the above category.

The statistics for 1982-83 fairly reflect the data from the

SUMMARY TABLE 1

AVERAGE SALARIES IN PARTICIPATING AACN SCHOOLS
1982-83 AND 1983-84 SALARY SURVEYS

	Academic Year		Calendar Year	
	1982-83	1983-84	1982-83	1983-84
	290 Schools Reporting	312 Schools Reporting	290 Schools Reporting	312 Schools Reporting
Professors				
Doctoral Preparation	34,123	35,473	41,706	43,355
Non-Doctoral Preparation	30,906	31,371	37,774	38,342
Associate Professors				
Doctoral Preparation	28,425	29,870	34,742	36,507
Non-Doctoral Preparation	25,109	26,327	30,689	32,178
Assistant Professors				
Doctoral Preparation	24,230	25,352	29,614	30,986
Non-Doctoral Preparation	21,092	22,050	25,779	26,949
Instructors				
Doctoral Preparation	20,069	22,217	24,529	27,154
Non-Doctoral Preparation	18,263	19,196	22,321	23,462

287 schools participating in that year, and the statistics for 1983-84 fairly reflect the data for the 312 schools participating in the current survey. However, because the two sets of schools presented in Summary Table 1 are not identical, percent increases may not be a measure of gains or losses in salaries of given positions. For example, gains or losses could be the result of more institutions participating in the second year with high salaries or, conversely, with low salaries.

To control for this problem of changes in participation, mean salaries for a group of 276 institutions which participated in both years are presented in Summary Table 2. For this matched group, one may observe that salaries also increased for all ranks and degree levels. However, the controlled comparison reduced the difference observed in salary increases for doctorally and non-doctorally prepared professors in Summary Table 1. The matched group in Table 2 showed a salary increase of 4 percent for those with doctoral preparation and 2.6 rather than 1.5 for those without doctorates.

Even for the matched set, the percent increases do not reflect the average increases for faculty members who remained in their positions. One must bear in mind that it is normal for senior people to retire or leave for other reasons, while more junior people take their places, generally at lower salaries. Thus, the increases shown are typical of positions, not necessarily of individuals. The percent increases for individuals will generally be higher.

SUMMARY TABLE 2

AVERAGE SALARIES IN MATCHED AACN SCHOOLS
PARTICIPATING IN BOTH 1982-83 AND 1983-84 SURVEYS

	Academic Year		Calendar Year	
	1982-83	1983-84	1982-83	1983-84
	276 Matched Schools	276 Matched Schools	276 Matched Schools	276 Matched Schools
Professors				
Doctoral Preparation	34,151	35,686	41,740	43,616
Non-Doctoral Preparation	30,804	31,609	37,649	38,633
Associate Professor				
Doctoral Preparation	28,433	29,967	34,751	36,626
Non-Doctoral Preparation	25,136	26,418	30,722	32,289
Assistant Professor				
Doctoral Preparation	24,230	25,407	29,614	31,053
Non-Doctoral Preparation	21,128	22,128	25,823	27,045
Instructors				
Doctoral Preparation	20,069	22,310	24,529	27,268
Non-Doctoral Preparation	18,234	19,172	22,286	23,432

As was the case in 1982-83, average salaries in the various categories of Table 2 do not deviate very much from the averages in All School Tables A1 and B1 for academic and calendar year faculty.

Other Discussion

Doctoral Preparation of Faculty: Doctoral Programs: Salaries

This year's report of nursing faculty salaries shows that 24 percent of the total faculty have doctoral preparation - an increase from 22 percent in 1982-83. The reader is reminded that the above percentage of faculty with earned doctorates does not include deans/directors.

The small differences in salary levels and academic rank for doctoral and non-doctorally prepared faculty which can be identified in many institutions are a cause of continuing concern to AACN. Nursing education in colleges and universities will find it increasingly difficult to follow promotion, tenure and salary policies in effect for the institution as a whole. There has been steady improvement but the profession's long acceptance of the master's degree as "normal" preparation to teach in baccalaureate programs is slow to change. With full recognition that our schools have many non-doctorally prepared faculty whose

teaching, particularly in clinical areas, has contributed to the excellence of programs, the profession must look to the future. Many leading nursing educators are increasing their emphasis on serious career counseling for promising candidates who wish to remain in teaching. "Where there is a will there (often) is a way!" Also, some nursing deans in large institutions have reported that undergraduate students benefit from having doctorally prepared clinical teachers; this can acknowledge research as part of nursing and dispel the myth that a doctorate means readiness for an administrative position.

Doctoral Programs: Tables A15 and B15 in this report indicate that 26 schools have students enrolled in doctoral programs in nursing. A word of explanation is necessary when this number is compared with the 22 schools noted in last year's report - for only two of the four additional programs admitted their first full-time doctoral students in the fall of 1983. The other two had previously been included in AACN's reported number but it was not possible to include them last year. One school with an established doctoral program was omitted from the count in 1982-83 as it had only part-time students last fall; that school is part of the 26 this year. The fourth "new" school is one which rejoined AACN in 1983 after a few year's absence.

Other Aspects of Institutional Data

Tenure: AACN's 1982-83 Report on Nursing Faculty Salaries predicted that a column on tenure status would be omitted from the form collecting individual faculty salaries another year. Repeated attempts had revealed that definitions of tenure policies and procedures varied widely between academic institutions; moreover, it was impossible to establish a meaningful relationship between tenure status and the salaries of individual faculty members.

This year, a memo concerning the above accompanied the mailing of institutional and salary survey forms. Interested deans/directors were invited to supply AACN with a copy of policies governing tenure in their universities/colleges. AACN's time for analysis of these documents is uncertain but eventually may produce favorable results.

New Schools: Although the number of AACN schools participating in the 1983-84 faculty salary survey increased by 8 percent over the previous year, the number of faculty involved increased by only 3 percent. In general, the difference can be explained because new schools tended to be small, a fact that was reflected in both size of faculty and enrollment of students. Thus, schools with less than 100 baccalaureate students experienced the lowest increase in faculty salaries; the salaries of those with less than 250 baccalaureate students were slightly higher but neither attained the 4 to 5 percent increases noted in the All Schools tables.

General Observations About Faculty Salaries in 1983-84

Regional differences in salaries are not very meaningful; in general, all regions share some common characteristics such as having a mixture of very large and very small schools. Year to year fluctuations in regional salaries seem to be influenced by a number of factors which are not easily explained on a national basis. For example, the All Schools tables (A1 and B1) indicate a 5 percent increase in salaries between 1982-83 and 1983-84 for doctorally prepared associate professors. Salaries for this group of faculty in the north atlantic region were one percentage point higher and western salaries for the same positions one point lower. Salaries for faculty with similar rank and preparation in midwestern and southern schools hovered even nearer to the All Schools mean.

This year, salaries for nursing faculty on academic health center campuses and in other universities were essentially the same. Review of AACN salary reports for the past two years show that schools with doctoral programs in nursing paid the highest salaries for faculty of professorial rank. This 1983-84 report indicates that schools with large master's programs have challenged their colleagues that also have doctoral programs in place; mean salaries for doctorally prepared professors and associate professors are slighly ahead in the large master's programs while salaries for assistant professors are essentially the same.

Private secular schools led public and private religious schools in mean salaries for doctorally prepared professor and associate professor ranks. Salaries in private religious schools compared favorably with public institutions for doctorally prepared associate professors, were slightly lower than public and secular for the assistant professor positions and lowest for professors.

At risk of ending this report on a sour note, it seems appropriate to add a comment addressed to the less than 10 percent of AACN membership who seem to ignore the importance of collecting salary and institutional data. It could be possible that they are missing out on information that their top institutional administrators would appreciate having on nursing.

K E Y T O S A L A R Y T A B L E S*

25th percentile is $28,400

50th percentile is $30,700

75th percentile is $33,100

25th	$28,400	Number	555
50th	$30,700		
75th	$33,100	Mean	30,986

555 faculty members in this group

Mean (average) salary is $30,986

Note on Computation of Percentile Statistics: The 25th, 50th or 75th percentile is that salary below which 25%, 50% or 75% of the salaries fall. By this definition, the 50th percentile is the median or middle salary. Percentile statistics have been rounded to the nearest hundred.

*The example is from Table B1, (All Schools) Calendar Year Salary for an Assistant Professor with doctorate.

TABLE A1

ALL SCHOOLS — ALL REGIONS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
312 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,100 NUMBER 432 50th 34,900 75th 39,200 MEAN 35,473	25th 27,000 NUMBER 862 50th 29,600 75th 32,100 MEAN 29,870	25th 23,200 NUMBER 555 50th 25,100 75th 27,100 MEAN 25,352	25th 20,500 NUMBER 14 50th 21,500 75th 23,900 MEAN 22,217
	FACULTY WITHOUT DOCTORATE	25th 27,700 NUMBER 116 50th 31,100 75th 35,200 MEAN 31,371	25th 23,500 NUMBER 924 50th 26,000 75th 28,700 MEAN 26,327	25th 19,900 NUMBER 3103 50th 21,800 75th 24,000 MEAN 22,050	25th 17,500 NUMBER 1726 50th 19,000 75th 20,700 MEAN 19,196
174 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 31,200 NUMBER 331 50th 34,700 75th 39,100 MEAN 35,453	25th 26,800 NUMBER 590 50th 29,200 75th 32,000 MEAN 29,664	25th 23,500 NUMBER 385 50th 25,200 75th 27,000 MEAN 25,525	25th 20,900 NUMBER 6 50th 22,700 75th 27,000 MEAN 23,512
	FACULTY WITHOUT DOCTORATE	25th 28,600 NUMBER 80 50th 32,000 75th 36,000 MEAN 32,247	25th 24,000 NUMBER 593 50th 26,300 75th 29,300 MEAN 26,983	25th 20,200 NUMBER 1976 50th 22,000 75th 24,100 MEAN 22,341	25th 17,500 NUMBER 1046 50th 19,000 75th 20,500 MEAN 19,290
55 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,000 NUMBER 60 50th 38,300 75th 41,400 MEAN 38,281	25th 28,500 NUMBER 175 50th 30,600 75th 33,100 MEAN 31,166	25th 22,700 NUMBER 103 50th 25,600 75th 28,100 MEAN 25,402	25th 19,100 NUMBER 6 50th 20,800 75th 23,900 MEAN 21,171
	FACULTY WITHOUT DOCTORATE	25th 30,300 NUMBER 11 50th 34,000 75th 40,700 MEAN 34,271	25th 23,900 NUMBER 142 50th 26,400 75th 29,700 MEAN 26,964	25th 20,000 NUMBER 505 50th 22,200 75th 24,800 MEAN 22,526	25th 18,800 NUMBER 349 50th 20,500 75th 21,800 MEAN 20,344
83 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,400 NUMBER 41 50th 31,700 75th 36,500 MEAN 31,521	25th 26,800 NUMBER 97 50th 29,400 75th 31,500 MEAN 28,781	25th 22,000 NUMBER 67 50th 24,100 75th 26,500 MEAN 24,284	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 21,900 NUMBER 25 50th 27,400 75th 30,600 MEAN 27,293	25th 20,500 NUMBER 189 50th 24,000 75th 26,600 MEAN 23,791	25th 18,500 NUMBER 622 50th 20,900 75th 22,700 MEAN 20,737	25th 16,000 NUMBER 331 50th 18,000 75th 19,500 MEAN 17,689

TABLE A2

SCHOOLS IN THE NORTH ATLANTIC STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
88 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,800 NUMBER 82 50th 37,000 75th 41,000 MEAN 37,602	25th 27,500 NUMBER 219 50th 30,100 75th 33,100 MEAN 30,567	25th 22,700 NUMBER 174 50th 25,000 75th 28,200 MEAN 25,415	25th 21,000 NUMBER 7 50th 21,900 75th 24,500 MEAN 22,365
	FACULTY WITHOUT DOCTORATE	25th 27,900 NUMBER 21 50th 31,600 75th 39,000 MEAN 33,015	25th 24,400 NUMBER 197 50th 27,000 75th 30,100 MEAN 27,569	25th 19,800 NUMBER 748 50th 22,000 75th 24,400 MEAN 22,065	25th 17,600 NUMBER 443 50th 19,000 75th 20,700 MEAN 19,135
28 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 33,700 NUMBER 35 50th 37,300 75th 42,000 MEAN 38,739	25th 27,600 NUMBER 62 50th 30,600 75th 34,100 MEAN 31,014	25th 23,900 NUMBER 56 50th 26,100 75th 29,500 MEAN 26,768	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 37,316	25th 24,800 NUMBER 65 50th 28,300 75th 31,400 MEAN 28,496	25th 20,500 NUMBER 247 50th 22,500 75th 25,000 MEAN 22,900	25th 17,800 NUMBER 150 50th 20,000 75th 22,000 MEAN 20,452
35 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,900 NUMBER 39 50th 38,000 75th 40,700 MEAN 37,908	25th 28,200 NUMBER 125 50th 30,300 75th 33,100 MEAN 30,966	25th 22,600 NUMBER 85 50th 25,600 75th 28,000 MEAN 25,265	25th NUMBER 4 50th 75th MEAN 21,732
	FACULTY WITHOUT DOCTORATE	25th 32,200 NUMBER 8 50th 36,300 75th 40,900 MEAN 36,450	25th 25,400 NUMBER 87 50th 27,000 75th 30,200 MEAN 27,905	25th 20,000 NUMBER 314 50th 22,200 75th 24,600 MEAN 22,437	25th 18,000 NUMBER 161 50th 19,100 75th 20,500 MEAN 19,349
25 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,100 NUMBER 8 50th 30,500 75th 37,200 MEAN 31,139	25th 23,700 NUMBER 32 50th 28,900 75th 32,500 MEAN 28,142	25th 20,400 NUMBER 33 50th 23,800 75th 25,000 MEAN 23,506	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,500 NUMBER 9 50th 27,600 75th 30,000 MEAN 28,051	25th 22,600 NUMBER 45 50th 25,300 75th 28,200 MEAN 25,577	25th 17,700 NUMBER 187 50th 20,200 75th 22,500 MEAN 20,337	25th 15,500 NUMBER 132 50th 18,000 75th 20,000 MEAN 17,378

TABLE A3

SCHOOLS IN THE MIDWESTERN STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
92 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,200 NUMBER 108 50th 34,500 75th 39,400 MEAN 35,635	25th 27,600 NUMBER 229 50th 29,600 75th 32,000 MEAN 29,802	25th 24,000 NUMBER 153 50th 25,400 75th 27,300 MEAN 25,608	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,200 NUMBER 32 50th 29,000 75th 33,800 MEAN 29,344	25th 23,000 NUMBER 292 50th 25,100 75th 27,500 MEAN 25,259	25th 20,000 NUMBER 923 50th 21,600 75th 23,700 MEAN 21,974	25th 17,900 NUMBER 651 50th 19,200 75th 21,000 MEAN 19,421
45 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 31,200 NUMBER 86 50th 34,100 75th 38,200 MEAN 35,287	25th 27,000 NUMBER 172 50th 29,000 75th 31,700 MEAN 29,361	25th 23,800 NUMBER 119 50th 25,200 75th 27,000 MEAN 25,373	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,900 NUMBER 23 50th 30,900 75th 34,100 MEAN 30,826	25th 24,000 NUMBER 164 50th 26,500 75th 29,200 MEAN 26,779	25th 20,200 NUMBER 530 50th 21,900 75th 23,900 MEAN 22,250	25th 17,500 NUMBER 344 50th 18,900 75th 20,100 MEAN 18,907
10 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 39,800 NUMBER 9 50th 40,900 75th 52,000 MEAN 44,799	25th 29,900 NUMBER 25 50th 31,200 75th 34,700 MEAN 32,483	25th 25,000 NUMBER 11 50th 26,700 75th 30,300 MEAN 27,930	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 21,200 NUMBER 25 50th 23,700 75th 26,500 MEAN 24,045	25th 21,000 NUMBER 105 50th 23,000 75th 25,700 MEAN 23,320	25th 20,600 NUMBER 166 50th 21,600 75th 22,900 MEAN 21,553
37 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 25,600 NUMBER 13 50th 32,400 75th 38,300 MEAN 31,596	25th 28,800 NUMBER 32 50th 30,300 75th 32,300 MEAN 30,081	25th 24,000 NUMBER 23 50th 26,000 75th 27,300 MEAN 25,712	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 21,100 NUMBER 9 50th 22,100 75th 30,500 MEAN 25,558	25th 19,400 NUMBER 103 50th 23,800 75th 26,100 MEAN 23,132	25th 19,300 NUMBER 288 50th 21,300 75th 22,600 MEAN 20,975	25th 17,100 NUMBER 141 50th 18,400 75th 19,600 MEAN 18,165

TABLE A4

SCHOOLS IN THE SOUTHERN STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
102 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,100 NUMBER 160 50th 33,800 75th 37,500 MEAN 33,940	25th 26,700 NUMBER 304 50th 29,100 75th 32,200 MEAN 29,741	25th 23,200 NUMBER 141 50th 24,600 75th 26,500 MEAN 25,156	25th 20,400 NUMBER 5 50th 21,700 75th 25,700 MEAN 22,764
	FACULTY WITHOUT DOCTORATE	25th 26,800 NUMBER 22 50th 28,700 75th 31,200 MEAN 29,798	25th 23,300 NUMBER 325 50th 25,300 75th 28,400 MEAN 26,190	25th 19,800 NUMBER 1159 50th 21,600 75th 23,800 MEAN 21,984	25th 17,000 NUMBER 493 50th 18,500 75th 20,000 MEAN 18,744
80 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 30,300 NUMBER 136 50th 33,900 75th 37,900 MEAN 34,165	25th 26,700 NUMBER 258 50th 29,100 75th 32,200 MEAN 29,815	25th 23,300 NUMBER 129 50th 25,000 75th 26,700 MEAN 25,411	25th NUMBER 4 50th 75th MEAN 23,580
	FACULTY WITHOUT DOCTORATE	25th 27,300 NUMBER 19 50th 28,900 75th 31,200 MEAN 29,687	25th 23,400 NUMBER 274 50th 25,600 75th 28,400 MEAN 26,283	25th 20,000 NUMBER 977 50th 21,600 75th 23,800 MEAN 22,108	25th 17,200 NUMBER 442 50th 18,700 75th 20,000 MEAN 18,920
6 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,800 NUMBER 12 50th 35,400 75th 38,800 MEAN 34,604	25th 28,100 NUMBER 24 50th 30,400 75th 33,000 MEAN 30,871	25th 17,400 NUMBER 7 50th 25,200 75th 26,000 MEAN 23,087	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 22,400 NUMBER 28 50th 25,400 75th 31,500 MEAN 27,319	25th 19,800 NUMBER 69 50th 21,700 75th 25,000 MEAN 22,324	25th 16,800 NUMBER 14 50th 18,800 75th 20,300 MEAN 18,563
16 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,800 NUMBER 12 50th 30,900 75th 32,900 MEAN 30,723	25th 25,500 NUMBER 22 50th 27,700 75th 30,600 MEAN 27,636	25th 19,100 NUMBER 5 50th 20,000 75th 24,600 MEAN 21,489	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 21,200 NUMBER 23 50th 23,900 75th 25,900 MEAN 23,696	25th 18,600 NUMBER 113 50th 20,500 75th 23,400 MEAN 20,711	25th 15,200 NUMBER 37 50th 16,400 75th 18,100 MEAN 16,715

TABLE A5

SCHOOLS IN THE WESTERN STATES—ACADEMIC YEAR SALARIES

TABLE A5. SCHOOLS IN THE WESTERN STATES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
30 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,100 NUMBER 82 50th 35,100 75th 40,400 MEAN 36,121	25th 26,200 NUMBER 110 50th 29,200 75th 31,000 MEAN 28,977	25th 22,700 NUMBER 87 50th 24,900 75th 26,700 MEAN 25,094	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 30,600 NUMBER 41 50th 33,300 75th 36,500 MEAN 32,954	25th 25,100 NUMBER 110 50th 26,800 75th 29,500 MEAN 27,347	25th 20,500 NUMBER 273 50th 22,800 75th 24,200 MEAN 22,539	25th 18,000 NUMBER 139 50th 19,300 75th 21,300 MEAN 19,937
21 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 32,900 NUMBER 74 50th 35,100 75th 40,400 MEAN 36,460	25th 26,200 NUMBER 98 50th 28,800 75th 31,100 MEAN 28,944	25th 22,600 NUMBER 81 50th 25,100 75th 26,600 MEAN 25,069	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 31,900 NUMBER 34 50th 33,400 75th 36,500 MEAN 34,042	25th 25,800 NUMBER 90 50th 27,600 75th 30,300 MEAN 28,393	25th 21,000 NUMBER 222 50th 22,900 75th 24,400 MEAN 22,962	25th 18,500 NUMBER 110 50th 19,700 75th 21,500 MEAN 20,388
4 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 1 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th NUMBER 2 50th 75th MEAN	25th 16,400 NUMBER 17 50th 19,000 75th 24,400 MEAN 20,082	25th 15,900 NUMBER 8 50th 16,300 75th 21,400 MEAN 18,403
5 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 24,700 NUMBER 8 50th 33,500 75th 38,700 MEAN 32,978	25th 28,300 NUMBER 11 50th 29,700 75th 30,000 MEAN 29,153	25th 23,600 NUMBER 6 50th 24,800 75th 27,800 MEAN 25,422	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 21,500 NUMBER 6 50th 29,900 75th 34,100 MEAN 28,822	25th 20,200 NUMBER 18 50th 20,500 75th 26,700 MEAN 23,211	25th 18,200 NUMBER 34 50th 20,100 75th 22,900 MEAN 21,002	25th 16,200 NUMBER 21 50th 16,700 75th 19,000 MEAN 18,160

TABLE A6

SCHOOLS IN UNIVERSITIES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
218 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,200 NUMBER 401 50th 34,900 75th 39,100 MEAN 35,525	25th 27,100 NUMBER 795 50th 29,700 75th 32,300 MEAN 29,980	25th 23,400 NUMBER 514 50th 25,100 75th 27,100 MEAN 25,380	25th 20,300 NUMBER 13 50th 21,700 75th 24,100 MEAN 22,310
	FACULTY WITHOUT DOCTORATE	25th 28,100 NUMBER 103 50th 31,200 75th 35,200 MEAN 31,665	25th 23,900 NUMBER 773 50th 26,200 75th 29,200 MEAN 26,795	25th 20,300 NUMBER 2536 50th 22,000 75th 24,200 MEAN 22,381	25th 17,700 NUMBER 1386 50th 19,200 75th 20,800 MEAN 19,435
154 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 31,200 NUMBER 313 50th 34,600 75th 38,700 MEAN 35,303	25th 26,600 NUMBER 554 50th 29,200 75th 31,900 MEAN 29,621	25th 23,500 NUMBER 367 50th 25,100 75th 27,000 MEAN 25,409	25th 20,900 NUMBER 6 50th 22,700 75th 27,000 MEAN 23,512
	FACULTY WITHOUT DOCTORATE	25th 28,500 NUMBER 77 50th 32,000 75th 35,400 MEAN 32,063	25th 24,000 NUMBER 549 50th 26,300 75th 29,400 MEAN 26,988	25th 20,200 NUMBER 1827 50th 22,000 75th 24,200 MEAN 22,339	25th 17,500 NUMBER 961 50th 18,900 75th 20,400 MEAN 19,160
30 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,200 NUMBER 53 50th 38,700 75th 42,300 MEAN 39,016	25th 28,600 NUMBER 157 50th 31,100 75th 34,000 MEAN 31,491	25th 23,000 NUMBER 88 50th 26,000 75th 28,200 MEAN 25,713	25th 18,600 NUMBER 5 50th 20,600 75th 24,100 MEAN 21,205
	FACULTY WITHOUT DOCTORATE	25th 31,600 NUMBER 7 50th 38,500 75th 40,900 MEAN 36,853	25th 25,000 NUMBER 102 50th 27,000 75th 30,700 MEAN 28,310	25th 21,000 NUMBER 364 50th 22,800 75th 25,200 MEAN 23,139	25th 19,100 NUMBER 274 50th 20,800 75th 22,100 MEAN 20,750
34 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,900 NUMBER 35 50th 32,400 75th 38,300 MEAN 32,223	25th 27,400 NUMBER 84 50th 29,600 75th 31,900 MEAN 29,524	25th 23,100 NUMBER 59 50th 24,700 75th 26,800 MEAN 24,702	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,700 NUMBER 19 50th 28,800 75th 31,000 MEAN 28,142	25th 22,100 NUMBER 122 50th 24,800 75th 27,200 MEAN 24,659	25th 19,900 NUMBER 345 50th 21,800 75th 23,300 MEAN 21,806	25th 17,200 NUMBER 151 50th 18,900 75th 20,200 MEAN 18,799

TABLE A7

SCHOOLS IN FOUR-YEAR COLLEGES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
85 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,300 NUMBER 25 50th 34,100 75th 41,000 MEAN 34,704	25th 23,600 NUMBER 40 50th 29,100 75th 31,900 MEAN 28,023	25th 21,900 NUMBER 34 50th 23,500 75th 29,200 MEAN 24,983	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 21,000 NUMBER 12 50th 28,700 75th 34,000 MEAN 27,825	25th 20,800 NUMBER 138 50th 23,800 75th 26,400 MEAN 23,652	25th 17,800 NUMBER 459 50th 19,800 75th 22,100 MEAN 20,044	25th 16,000 NUMBER 289 50th 18,000 75th 20,000 MEAN 17,969
16 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 33,700 NUMBER 13 50th 39,500 75th 45,600 MEAN 39,672	25th 28,600 NUMBER 16 50th 30,600 75th 32,900 MEAN 31,482	25th 25,000 NUMBER 15 50th 29,500 75th 32,000 MEAN 28,673	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 25,000 NUMBER 32 50th 27,200 75th 28,500 MEAN 26,957	25th 21,200 NUMBER 70 50th 22,500 75th 23,500 MEAN 22,616	25th 18,500 NUMBER 52 50th 20,100 75th 25,200 MEAN 21,566
21 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 21,600 NUMBER 6 50th 34,000 75th 38,000 MEAN 31,219	25th 23,200 NUMBER 11 50th 29,300 75th 32,000 MEAN 27,769	25th 21,000 NUMBER 11 50th 22,700 75th 25,000 MEAN 22,700	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 29,752	25th 20,900 NUMBER 39 50th 23,100 75th 26,000 MEAN 23,417	25th 18,300 NUMBER 115 50th 19,400 75th 21,800 MEAN 20,044	25th 16,400 NUMBER 61 50th 18,000 75th 20,500 MEAN 18,480
48 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 24,600 NUMBER 6 50th 26,100 75th 32,000 MEAN 27,423	25th 20,000 NUMBER 13 50th 23,500 75th 29,500 MEAN 23,981	25th 20,000 NUMBER 8 50th 21,400 75th 22,900 MEAN 21,204	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 20,700 NUMBER 6 50th 21,900 75th 29,200 MEAN 24,602	25th 18,800 NUMBER 67 50th 22,000 75th 25,000 MEAN 22,210	25th 16,900 NUMBER 274 50th 19,300 75th 21,400 MEAN 19,387	25th 14,900 NUMBER 176 50th 17,100 75th 18,800 MEAN 16,729

TABLE A8

SCHOOLS ON THE SAME CAMPUS WITH AN ACADEMIC HEALTH CENTER — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
69 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,400 NUMBER 247 50th 34,900 75th 39,500 MEAN 35,814	25th 27,000 NUMBER 431 50th 29,800 75th 32,600 MEAN 30,328	25th 23,800 NUMBER 291 50th 25,600 75th 27,400 MEAN 25,709	25th 19,500 NUMBER 7 50th 23,600 75th 24,500 MEAN 22,488
	FACULTY WITHOUT DOCTORATE	25th 28,300 NUMBER 36 50th 31,200 75th 34,000 MEAN 31,804	25th 24,100 NUMBER 377 50th 26,200 75th 29,500 MEAN 26,960	25th 20,500 NUMBER 1095 50th 22,200 75th 24,500 MEAN 22,727	25th 18,000 NUMBER 809 50th 19,500 75th 21,100 MEAN 19,676
50 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 31,400 NUMBER 207 50th 34,900 75th 38,700 MEAN 35,469	25th 26,800 NUMBER 321 50th 29,600 75th 32,400 MEAN 29,967	25th 23,700 NUMBER 212 50th 25,400 75th 27,000 MEAN 25,630	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 28,000 NUMBER 32 50th 31,600 75th 34,000 MEAN 32,324	25th 24,000 NUMBER 303 50th 26,200 75th 29,400 MEAN 26,931	25th 20,400 NUMBER 817 50th 22,100 75th 24,400 MEAN 22,542	25th 17,500 NUMBER 508 50th 18,800 75th 20,300 MEAN 19,127
13 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,200 NUMBER 27 50th 40,100 75th 46,900 MEAN 41,107	25th 28,700 NUMBER 90 50th 31,000 75th 34,600 MEAN 31,960	25th 23,300 NUMBER 60 50th 26,200 75th 28,200 MEAN 25,946	25th 18,600 NUMBER 5 50th 20,600 75th 24,100 MEAN 21,205
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 25,000 NUMBER 44 50th 26,900 75th 32,100 MEAN 29,186	25th 21,500 NUMBER 205 50th 23,700 75th 25,700 MEAN 23,898	25th 19,400 NUMBER 249 50th 20,900 75th 22,300 MEAN 20,957
6 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 24,800 NUMBER 13 50th 30,000 75th 34,900 MEAN 30,308	25th 26,800 NUMBER 20 50th 28,600 75th 30,200 MEAN 28,766	25th 24,000 NUMBER 19 50th 26,000 75th 28,200 MEAN 25,846	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 23,228	25th 20,500 NUMBER 30 50th 24,800 75th 26,800 MEAN 23,992	25th 19,000 NUMBER 73 50th 21,300 75th 22,800 MEAN 21,512	25th 16,200 NUMBER 52 50th 18,700 75th 20,300 MEAN 18,913

TABLE A9

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
166 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,300 NUMBER 48 50th 32,000 75th 36,400 MEAN 32,540	25th 24,900 NUMBER 104 50th 27,200 75th 29,200 MEAN 27,052	25th 21,900 NUMBER 62 50th 23,100 75th 26,200 MEAN 24,256	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,500 NUMBER 33 50th 28,100 75th 31,000 MEAN 27,966	25th 22,000 NUMBER 287 50th 24,600 75th 27,000 MEAN 24,630	25th 18,900 NUMBER 1048 50th 20,900 75th 22,700 MEAN 20,962	25th 16,500 NUMBER 404 50th 18,200 75th 20,400 MEAN 18,448
72 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 29,800 NUMBER 26 50th 32,500 75th 36,100 MEAN 33,112	25th 26,000 NUMBER 58 50th 27,600 75th 29,000 MEAN 28,031	25th 22,100 NUMBER 33 50th 23,900 75th 27,700 MEAN 25,367	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,900 NUMBER 13 50th 29,000 75th 32,900 MEAN 29,540	25th 23,600 NUMBER 113 50th 25,700 75th 27,500 MEAN 25,965	25th 19,500 NUMBER 489 50th 21,000 75th 22,700 MEAN 21,405	25th 18,000 NUMBER 154 50th 19,800 75th 22,000 MEAN 20,108
31 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 4 50th 75th MEAN 34,371	25th 23,300 NUMBER 19 50th 26,000 75th 27,500 MEAN 25,674	25th 21,500 NUMBER 14 50th 22,400 75th 23,400 MEAN 22,691	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 29,367	25th 22,300 NUMBER 61 50th 25,800 75th 27,700 MEAN 25,544	25th 19,000 NUMBER 183 50th 21,000 75th 23,000 MEAN 21,140	25th 16,500 NUMBER 67 50th 19,000 75th 20,700 MEAN 18,958
63 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,200 NUMBER 18 50th 31,100 75th 37,400 MEAN 31,306	25th 21,500 NUMBER 27 50th 27,200 75th 30,000 MEAN 25,919	25th 20,000 NUMBER 15 50th 23,000 75th 25,000 MEAN 23,272	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 21,800 NUMBER 16 50th 27,300 75th 29,700 MEAN 26,336	25th 19,400 NUMBER 113 50th 22,700 75th 25,000 MEAN 22,802	25th 17,500 NUMBER 376 50th 20,200 75th 22,700 MEAN 20,301	25th 15,000 NUMBER 183 50th 17,100 75th 19,000 MEAN 16,865

TABLE A10

SCHOOLS WITH 100 OR LESS FULL-TIME BACCALAUREATE STUDENTS—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
69 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,500 NUMBER 31 50th 34,400 75th 38,100 MEAN 34,137	25th 25,100 NUMBER 57 50th 28,100 75th 30,200 MEAN 28,237	25th 21,400 NUMBER 45 50th 22,600 75th 24,500 MEAN 22,998	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,300 NUMBER 19 50th 25,800 75th 31,100 MEAN 27,334	25th 22,000 NUMBER 52 50th 25,000 75th 26,900 MEAN 24,236	25th 19,600 NUMBER 219 50th 21,600 75th 23,700 MEAN 21,602	25th 16,400 NUMBER 83 50th 19,000 75th 21,300 MEAN 18,601
30 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 29,700 NUMBER 24 50th 33,800 75th 37,400 MEAN 34,051	25th 25,100 NUMBER 30 50th 27,100 75th 28,600 MEAN 27,242	25th 21,400 NUMBER 34 50th 22,500 75th 24,500 MEAN 23,200	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,400 NUMBER 12 50th 25,600 75th 30,300 MEAN 27,177	25th 24,100 NUMBER 28 50th 25,400 75th 27,100 MEAN 25,456	25th 19,900 NUMBER 98 50th 21,300 75th 22,700 MEAN 21,335	25th 18,800 NUMBER 20 50th 20,900 75th 22,000 MEAN 20,401
15 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 29,300 NUMBER 14 50th 32,300 75th 36,000 MEAN 32,683	25th 21,000 NUMBER 5 50th 23,000 75th 23,700 MEAN 22,501	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 17,900 NUMBER 7 50th 28,000 75th 31,800 MEAN 26,784	25th 20,000 NUMBER 39 50th 23,000 75th 24,900 MEAN 22,848	25th 19,300 NUMBER 21 50th 21,300 75th 22,400 MEAN 20,891
24 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,500 NUMBER 6 50th 33,500 75th 36,500 MEAN 32,647	25th 21,800 NUMBER 13 50th 25,000 75th 29,700 MEAN 25,745	25th 19,600 NUMBER 6 50th 21,500 75th 25,600 MEAN 22,271	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 20,700 NUMBER 6 50th 30,500 75th 34,100 MEAN 28,742	25th 17,500 NUMBER 17 50th 22,000 75th 25,100 MEAN 21,176	25th 18,800 NUMBER 82 50th 21,400 75th 23,700 MEAN 21,329	25th 14,600 NUMBER 42 50th 16,600 75th 18,900 MEAN 16,598

TABLE A11

SCHOOLS WITH MORE THAN 100 BUT LESS THAN 250 FULL-TIME BACCALAUREATE STUDENTS—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
108 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,900 NUMBER 101 50th 33,000 75th 38,700 MEAN 34,212	25th 26,600 NUMBER 204 50th 29,100 75th 31,200 MEAN 29,278	25th 23,000 NUMBER 117 50th 24,500 75th 28,000 MEAN 25,289	25th NUMBER 3 50th 75th MEAN 23,672
	FACULTY WITHOUT DOCTORATE	25th 27,400 NUMBER 29 50th 30,300 75th 36,500 MEAN 31,762	25th 22,300 NUMBER 261 50th 24,700 75th 27,700 MEAN 25,512	25th 19,500 NUMBER 990 50th 21,300 75th 23,400 MEAN 21,647	25th 17,600 NUMBER 403 50th 18,800 75th 20,300 MEAN 18,993
55 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 29,700 NUMBER 66 50th 31,700 75th 36,800 MEAN 33,629	25th 26,200 NUMBER 117 50th 28,400 75th 31,000 MEAN 28,654	25th 23,300 NUMBER 60 50th 24,500 75th 26,700 MEAN 25,281	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 27,700 NUMBER 18 50th 30,400 75th 36,500 MEAN 32,235	25th 23,100 NUMBER 155 50th 25,100 75th 28,600 MEAN 26,189	25th 19,800 NUMBER 567 50th 21,600 75th 23,700 MEAN 22,025	25th 17,400 NUMBER 205 50th 18,600 75th 20,300 MEAN 19,200
19 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,400 NUMBER 23 50th 38,700 75th 40,700 MEAN 38,890	25th 28,600 NUMBER 61 50th 30,200 75th 32,300 MEAN 31,111	25th 24,300 NUMBER 38 50th 26,900 75th 28,800 MEAN 26,736	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 28,400 NUMBER 5 50th 38,000 75th 40,100 MEAN 34,996	25th 23,100 NUMBER 39 50th 25,900 75th 27,500 MEAN 26,687	25th 20,700 NUMBER 169 50th 22,100 75th 24,600 MEAN 22,615	25th 18,800 NUMBER 106 50th 19,600 75th 20,800 MEAN 19,729
34 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,400 NUMBER 12 50th 29,200 75th 31,100 MEAN 28,450	25th 25,900 NUMBER 26 50th 27,700 75th 30,000 MEAN 27,788	25th 19,900 NUMBER 19 50th 22,800 75th 24,500 MEAN 22,421	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 22,000 NUMBER 6 50th 27,800 75th 32,100 MEAN 27,650	25th 19,500 NUMBER 67 50th 23,800 75th 26,300 MEAN 23,261	25th 18,500 NUMBER 254 50th 20,100 75th 21,700 MEAN 20,158	25th 16,700 NUMBER 92 50th 18,000 75th 18,900 MEAN 17,686

TABLE A12

SCHOOLS WITH 250 OR MORE FULL-TIME BACCALAUREATE STUDENTS—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
127 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,000 NUMBER 296 50th 35,200 75th 39,500 MEAN 36,041	25th 27,500 NUMBER 582 50th 29,800 75th 32,600 MEAN 30,203	25th 23,700 NUMBER 387 50th 25,400 75th 27,200 MEAN 25,629	25th 20,100 NUMBER 11 50th 21,200 75th 23,600 MEAN 21,820
	FACULTY WITHOUT DOCTORATE	25th 28,100 NUMBER 53 50th 31,300 75th 34,400 MEAN 31,665	25th 24,100 NUMBER 595 50th 26,300 75th 29,300 MEAN 26,757	25th 20,100 NUMBER 1853 50th 22,000 75th 24,200 MEAN 22,283	25th 17,500 NUMBER 1232 50th 19,100 75th 20,800 MEAN 19,293
86 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 32,000 NUMBER 239 50th 35,100 75th 39,500 MEAN 36,116	25th 27,200 NUMBER 439 50th 29,700 75th 32,500 MEAN 30,099	25th 23,800 NUMBER 290 50th 25,500 75th 27,200 MEAN 25,846	25th 20,600 NUMBER 5 50th 21,700 75th 25,700 MEAN 22,876
	FACULTY WITHOUT DOCTORATE	25th 30,400 NUMBER 36 50th 32,000 75th 36,000 MEAN 33,166	25th 24,600 NUMBER 401 50th 26,900 75th 29,600 MEAN 27,369	25th 20,500 NUMBER 1301 50th 22,200 75th 24,400 MEAN 22,541	25th 17,500 NUMBER 821 50th 19,000 75th 20,500 MEAN 19,285
17 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,900 NUMBER 34 50th 37,500 75th 41,100 MEAN 37,693	25th 28,000 NUMBER 85 50th 31,000 75th 33,500 MEAN 30,946	25th 21,800 NUMBER 55 50th 25,000 75th 27,400 MEAN 24,646	25th NUMBER 4 50th 75th MEAN 20,675
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 35,080	25th 24,100 NUMBER 89 50th 26,200 75th 28,700 MEAN 26,598	25th 19,700 NUMBER 268 50th 21,900 75th 24,700 MEAN 22,315	25th 18,700 NUMBER 216 50th 21,000 75th 22,300 MEAN 20,592
24 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,000 NUMBER 23 50th 33,800 75th 38,300 MEAN 32,829	25th 28,600 NUMBER 58 50th 30,200 75th 32,400 MEAN 29,907	25th 23,800 NUMBER 42 50th 25,000 75th 27,500 MEAN 25,415	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 22,500 NUMBER 13 50th 27,300 75th 29,600 MEAN 26,459	25th 21,800 NUMBER 105 50th 24,500 75th 27,100 MEAN 24,552	25th 18,600 NUMBER 284 50th 21,400 75th 22,900 MEAN 21,066	25th 16,000 NUMBER 195 50th 18,400 75th 20,000 MEAN 17,887

TABLE A13

SCHOOLS WITH 100 OR LESS FULL-TIME MASTER'S STUDENTS—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
123 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,200 NUMBER 310 50th 34,600 75th 39,100 MEAN 35,538	25th 27,500 NUMBER 614 50th 29,800 75th 32,200 MEAN 30,088	25th 23,700 NUMBER 376 50th 25,300 75th 27,000 MEAN 25,510	25th 20,200 NUMBER 12 50th 21,500 75th 23,700 MEAN 22,128
	FACULTY WITHOUT DOCTORATE	25th 28,900 NUMBER 47 50th 32,000 75th 35,200 MEAN 32,265	25th 24,200 NUMBER 557 50th 26,500 75th 29,400 MEAN 26,964	25th 20,500 NUMBER 1796 50th 22,300 75th 24,500 MEAN 22,676	25th 17,900 NUMBER 1147 50th 19,300 75th 20,800 MEAN 19,535
89 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 31,100 NUMBER 251 50th 34,300 75th 38,700 MEAN 35,393	25th 27,000 NUMBER 457 50th 29,500 75th 32,000 MEAN 29,739	25th 23,700 NUMBER 278 50th 25,300 75th 27,000 MEAN 25,584	25th 20,900 NUMBER 6 50th 22,700 75th 27,000 MEAN 23,512
	FACULTY WITHOUT DOCTORATE	25th 28,900 NUMBER 35 50th 32,000 75th 35,600 MEAN 32,748	25th 24,300 NUMBER 422 50th 26,600 75th 29,500 MEAN 27,156	25th 20,500 NUMBER 1325 50th 22,400 75th 24,500 MEAN 22,743	25th 17,600 NUMBER 786 50th 19,000 75th 20,400 MEAN 19,237
18 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,800 NUMBER 40 50th 36,800 75th 41,600 MEAN 37,798	25th 28,800 NUMBER 103 50th 30,400 75th 32,700 MEAN 31,322	25th 22,400 NUMBER 61 50th 25,200 75th 27,000 MEAN 24,939	25th NUMBER 4 50th 75th MEAN 20,382
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 34,059	25th 24,200 NUMBER 67 50th 26,200 75th 30,200 MEAN 27,164	25th 20,800 NUMBER 262 50th 23,000 75th 25,400 MEAN 23,187	25th 19,200 NUMBER 242 50th 20,900 75th 22,200 MEAN 20,812
16 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,000 NUMBER 19 50th 33,800 75th 38,300 MEAN 32,700	25th 29,100 NUMBER 54 50th 30,100 75th 32,600 MEAN 30,683	25th 24,000 NUMBER 37 50th 25,600 75th 27,800 MEAN 25,902	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,000 NUMBER 8 50th 30,000 75th 33,500 MEAN 29,255	25th 23,200 NUMBER 68 50th 26,100 75th 27,900 MEAN 25,573	25th 20,000 NUMBER 209 50th 21,500 75th 22,800 MEAN 21,614	25th 18,000 NUMBER 119 50th 19,300 75th 20,500 MEAN 18,904

TABLE A14

SCHOOLS WITH MORE THAN 100 FULL-TIME MASTER'S STUDENTS—ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
13 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,000 NUMBER 62 50th 38,000 75th 41,400 MEAN 37,529	25th 27,300 NUMBER 128 50th 30,700 75th 34,100 MEAN 31,004	25th 22,900 NUMBER 107 50th 24,700 75th 27,600 MEAN 25,260	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 31,300 NUMBER 16 50th 34,100 75th 40,400 MEAN 35,065	25th 26,200 NUMBER 57 50th 27,900 75th 32,500 MEAN 29,452	25th 20,000 NUMBER 199 50th 22,300 75th 24,400 MEAN 22,440	25th 17,300 NUMBER 138 50th 18,600 75th 20,200 MEAN 18,942
7 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 34,200 NUMBER 49 50th 37,800 75th 41,400 MEAN 37,473	25th 26,600 NUMBER 71 50th 30,300 75th 33,900 MEAN 30,615	25th 23,000 NUMBER 74 50th 24,700 75th 26,800 MEAN 25,373	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 31,300 NUMBER 12 50th 33,400 75th 36,100 MEAN 34,239	25th 25,800 NUMBER 39 50th 27,900 75th 32,000 MEAN 28,842	25th 20,400 NUMBER 115 50th 22,100 75th 24,100 MEAN 22,186	25th 17,000 NUMBER 86 50th 18,500 75th 19,400 MEAN 18,619
4 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,100 NUMBER 10 50th 38,800 75th 47,400 MEAN 40,518	25th 30,000 NUMBER 42 50th 32,300 75th 34,900 MEAN 32,994	25th 26,000 NUMBER 19 50th 27,800 75th 28,900 MEAN 27,728	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 41,091	25th 26,900 NUMBER 14 50th 30,100 75th 38,800 MEAN 32,191	25th 21,900 NUMBER 57 50th 24,100 75th 25,500 MEAN 23,786	25th 18,100 NUMBER 40 50th 20,200 75th 21,000 MEAN 19,835
2 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 3 50th 75th MEAN 28,485	25th 25,600 NUMBER 15 50th 27,100 75th 28,600 MEAN 27,277	25th 19,300 NUMBER 14 50th 20,400 75th 24,200 MEAN 21,315	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th NUMBER 4 50th 75th MEAN 25,809	25th 18,800 NUMBER 27 50th 19,700 75th 22,000 MEAN 20,682	25th 17,000 NUMBER 12 50th 18,300 75th 18,700 MEAN 18,279

TABLE A15

SCHOOLS WITH STUDENTS IN DOCTORAL PROGRAMS IN NURSING— ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
26 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,000 NUMBER 154 50th 35,900 75th 40,300 MEAN 37,149	25th 26,800 NUMBER 268 50th 29,900 75th 32,900 MEAN 30,232	25th 22,800 NUMBER 213 50th 25,200 75th 27,300 MEAN 25,243	25th 19,200 NUMBER 5 50th 21,200 75th 23,100 MEAN 21,146
	FACULTY WITHOUT DOCTORATE	25th 31,000 NUMBER 18 50th 33,400 75th 35,100 MEAN 33,673	25th 25,000 NUMBER 126 50th 27,100 75th 30,500 MEAN 27,834	25th 20,600 NUMBER 475 50th 22,300 75th 24,600 MEAN 22,770	25th 17,800 NUMBER 440 50th 19,800 75th 21,500 MEAN 19,874
16 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 32,300 NUMBER 122 50th 34,900 75th 39,300 MEAN 36,160	25th 26,200 NUMBER 176 50th 28,500 75th 31,700 MEAN 29,171	25th 23,200 NUMBER 141 50th 25,100 75th 27,000 MEAN 25,277	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 31,000 NUMBER 17 50th 33,300 75th 34,800 MEAN 33,259	25th 24,900 NUMBER 102 50th 27,100 75th 30,400 MEAN 27,753	25th 20,200 NUMBER 315 50th 22,000 75th 24,200 MEAN 22,386	25th 17,000 NUMBER 209 50th 18,500 75th 20,000 MEAN 18,723
9 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,600 NUMBER 32 50th 39,600 75th 47,200 MEAN 40,920	25th 29,600 NUMBER 88 50th 31,800 75th 34,700 MEAN 32,490	25th 22,600 NUMBER 59 50th 26,500 75th 28,300 MEAN 26,075	25th NUMBER 3 50th 75th MEAN 20,933
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 26,200 NUMBER 23 50th 26,800 75th 30,900 MEAN 28,200	25th 21,500 NUMBER 142 50th 23,900 75th 25,700 MEAN 23,877	25th 19,400 NUMBER 225 50th 21,000 75th 22,400 MEAN 20,981
1 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 4 50th 75th MEAN	25th NUMBER 13 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 1 50th 75th MEAN	25th NUMBER 18 50th 75th MEAN	25th NUMBER 6 50th 75th MEAN

TABLE B1

ALL SCHOOLS — ALL REGIONS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
312 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,100 NUMBER 432 50th 42,600 75th 48,000 MEAN 43,355	25th 33,000 NUMBER 862 50th 36,200 75th 39,200 MEAN 36,507	25th 28,400 NUMBER 555 50th 30,700 75th 33,100 MEAN 30,986	25th 25,000 NUMBER 14 50th 26,200 75th 29,200 MEAN 27,154
	FACULTY WITHOUT DOCTORATE	25th 33,800 NUMBER 116 50th 38,000 75th 43,000 MEAN 38,342	25th 28,800 NUMBER 924 50th 31,800 75th 35,100 MEAN 32,178	25th 24,400 NUMBER 3103 50th 26,600 75th 29,300 MEAN 26,949	25th 21,400 NUMBER 1726 50th 23,200 75th 25,300 MEAN 23,462
174 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 38,200 NUMBER 331 50th 42,400 75th 47,700 MEAN 43,332	25th 32,700 NUMBER 590 50th 35,600 75th 39,100 MEAN 36,256	25th 28,700 NUMBER 385 50th 30,800 75th 33,000 MEAN 31,197	25th 25,600 NUMBER 6 50th 27,700 75th 33,000 MEAN 28,736
	FACULTY WITHOUT DOCTORATE	25th 34,900 NUMBER 80 50th 39,100 75th 44,000 MEAN 39,412	25th 29,400 NUMBER 593 50th 32,200 75th 35,800 MEAN 32,979	25th 24,700 NUMBER 1976 50th 26,900 75th 29,400 MEAN 27,306	25th 21,400 NUMBER 1046 50th 23,200 75th 25,000 MEAN 23,576
55 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 41,600 NUMBER 60 50th 46,800 75th 50,600 MEAN 46,787	25th 34,900 NUMBER 175 50th 37,400 75th 40,500 MEAN 38,092	25th 27,700 NUMBER 103 50th 31,300 75th 34,300 MEAN 31,047	25th 23,300 NUMBER 6 50th 25,400 75th 29,200 MEAN 25,876
	FACULTY WITHOUT DOCTORATE	25th 37,000 NUMBER 11 50th 41,600 75th 49,800 MEAN 41,886	25th 29,300 NUMBER 142 50th 32,300 75th 36,300 MEAN 32,956	25th 24,500 NUMBER 505 50th 27,100 75th 30,300 MEAN 27,531	25th 23,000 NUMBER 349 50th 25,000 75th 26,600 MEAN 24,865
83 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,500 NUMBER 41 50th 38,800 75th 44,600 MEAN 38,525	25th 32,700 NUMBER 97 50th 35,900 75th 38,400 MEAN 35,177	25th 26,900 NUMBER 67 50th 29,500 75th 32,400 MEAN 29,681	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,800 NUMBER 25 50th 33,500 75th 37,400 MEAN 33,358	25th 25,000 NUMBER 189 50th 29,300 75th 32,600 MEAN 29,077	25th 22,600 NUMBER 622 50th 25,600 75th 27,700 MEAN 25,345	25th 19,600 NUMBER 331 50th 22,000 75th 23,800 MEAN 21,620

TABLE B2

SCHOOLS IN THE NORTH ATLANTIC STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
88 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 40,100 NUMBER 82 50th 45,300 75th 50,100 MEAN 45,958	25th 33,600 NUMBER 219 50th 36,800 75th 40,500 MEAN 37,359	25th 27,800 NUMBER 174 50th 30,600 75th 34,500 MEAN 31,063	25th 25,700 NUMBER 7 50th 26,800 75th 29,900 MEAN 27,335
	FACULTY WITHOUT DOCTORATE	25th 34,000 NUMBER 21 50th 38,600 75th 47,700 MEAN 40,352	25th 29,800 NUMBER 197 50th 33,000 75th 36,800 MEAN 33,695	25th 24,200 NUMBER 748 50th 26,900 75th 29,800 MEAN 26,968	25th 21,500 NUMBER 443 50th 23,200 75th 25,300 MEAN 23,387
28 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 41,200 NUMBER 35 50th 45,600 75th 51,300 MEAN 47,347	25th 33,700 NUMBER 62 50th 37,400 75th 41,700 MEAN 37,905	25th 29,300 NUMBER 56 50th 31,900 75th 36,000 MEAN 32,716	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 45,608	25th 30,400 NUMBER 65 50th 34,600 75th 38,400 MEAN 34,829	25th 25,000 NUMBER 247 50th 27,500 75th 30,600 MEAN 27,989	25th 21,800 NUMBER 150 50th 24,500 75th 26,800 MEAN 24,997
35 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 41,500 NUMBER 39 50th 46,400 75th 49,800 MEAN 46,332	25th 34,400 NUMBER 125 50th 37,100 75th 40,500 MEAN 37,847	25th 27,600 NUMBER 85 50th 31,300 75th 34,300 MEAN 30,880	25th NUMBER 4 50th 75th MEAN 26,561
	FACULTY WITHOUT DOCTORATE	25th 39,400 NUMBER 8 50th 44,300 75th 49,900 MEAN 44,550	25th 31,000 NUMBER 87 50th 33,000 75th 36,900 MEAN 34,106	25th 24,500 NUMBER 314 50th 27,100 75th 30,100 MEAN 27,423	25th 22,000 NUMBER 161 50th 23,300 75th 25,000 MEAN 23,649
25 RELIGIOUS PRIVATE SCHOOLS 91,95L	FACULTY WITH DOCTORATE	25th 31,800 NUMBER 8 50th 37,300 75th 45,500 MEAN 38,058	25th 29,000 NUMBER 32 50th 35,300 75th 39,700 MEAN 34,396	25th 25,000 NUMBER 33 50th 29,100 75th 30,600 MEAN 28,730	25th NUMBER 2 50th 75th MEAN
	FACULTY DOCTORATE	25th 31,100 NUMBER 9 75th 36,700 MEAN 34,285	25th 27,600 NUMBER 45 75th 34,500 MEAN 31,261	25th 21,600 NUMBER 187 75th 27,500 MEAN 24,857	25th 18,900 NUMBER 132 75th 24,400 MEAN 21,239

TABLE B3

SCHOOLS IN THE MIDWESTERN STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
92 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,100 NUMBER 108 50th 42,200 75th 48,100 MEAN 43,554	25th 33,700 NUMBER 229 50th 36,200 75th 39,100 MEAN 36,425	25th 29,300 NUMBER 153 50th 31,000 75th 33,300 MEAN 31,298	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 30,800 NUMBER 32 50th 35,500 75th 41,300 MEAN 35,865	25th 28,100 NUMBER 292 50th 30,600 75th 33,600 MEAN 30,872	25th 24,400 NUMBER 923 50th 26,400 75th 29,000 MEAN 26,857	25th 21,900 NUMBER 651 50th 23,500 75th 25,700 MEAN 23,737
45 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 38,100 NUMBER 86 50th 41,600 75th 46,700 MEAN 43,128	25th 33,000 NUMBER 172 50th 35,500 75th 38,700 MEAN 35,886	25th 29,100 NUMBER 119 50th 30,900 75th 33,000 MEAN 31,011	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 31,600 NUMBER 23 50th 37,700 75th 41,700 MEAN 37,676	25th 29,400 NUMBER 164 50th 32,300 75th 35,700 MEAN 32,730	25th 24,700 NUMBER 530 50th 26,700 75th 29,300 MEAN 27,195	25th 21,400 NUMBER 344 50th 23,100 75th 24,500 MEAN 23,109
10 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 48,600 NUMBER 9 50th 50,000 75th 63,500 MEAN 54,754	25th 36,500 NUMBER 25 50th 38,100 75th 42,400 MEAN 39,702	25th 30,600 NUMBER 11 50th 32,600 75th 37,000 MEAN 34,136	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 25,900 NUMBER 25 50th 28,900 75th 32,400 MEAN 29,388	25th 25,600 NUMBER 105 50th 28,100 75th 31,400 MEAN 28,502	25th 25,100 NUMBER 166 50th 26,400 75th 28,000 MEAN 26,343
37 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,300 NUMBER 13 50th 39,600 75th 46,800 MEAN 38,617	25th 35,200 NUMBER 32 50th 37,000 75th 39,500 MEAN 36,765	25th 29,300 NUMBER 23 50th 31,700 75th 33,400 MEAN 31,426	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,800 NUMBER 9 50th 27,000 75th 37,200 MEAN 31,238	25th 23,700 NUMBER 103 50th 29,100 75th 31,900 MEAN 28,273	25th 23,500 NUMBER 288 50th 26,000 75th 27,700 MEAN 25,636	25th 20,900 NUMBER 141 50th 22,400 75th 24,000 MEAN 22,202

TABLE B4

SCHOOLS IN THE SOUTHERN STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
102 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,800 NUMBER 160 50th 41,300 75th 45,900 MEAN 41,482	25th 32,700 NUMBER 304 50th 35,500 75th 39,400 MEAN 36,350	25th 28,300 NUMBER 141 50th 30,000 75th 32,400 MEAN 30,747	25th 24,900 NUMBER 5 50th 26,600 75th 31,400 MEAN 27,822
	FACULTY WITHOUT DOCTORATE	25th 32,800 NUMBER 22 50th 35,000 75th 38,200 MEAN 36,420	25th 28,500 NUMBER 325 50th 30,900 75th 34,700 MEAN 32,009	25th 24,200 NUMBER 1159 50th 26,300 75th 29,100 MEAN 26,870	25th 20,800 NUMBER 493 50th 22,700 75th 24,400 MEAN 22,910
80 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 37,100 NUMBER 136 50th 41,400 75th 46,300 MEAN 41,757	25th 32,600 NUMBER 258 50th 35,600 75th 39,400 MEAN 36,441	25th 28,500 NUMBER 129 50th 30,500 75th 32,600 MEAN 31,058	25th NUMBER 4 50th 75th MEAN 28,820
	FACULTY WITHOUT DOCTORATE	25th 33,400 NUMBER 19 50th 35,300 75th 38,100 MEAN 36,285	25th 28,600 NUMBER 274 50th 31,300 75th 34,700 MEAN 32,124	25th 24,400 NUMBER 977 50th 26,400 75th 29,100 MEAN 27,021	25th 21,000 NUMBER 442 50th 22,900 75th 24,400 MEAN 23,124
6 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,600 NUMBER 12 50th 43,300 75th 47,400 MEAN 42,294	25th 34,300 NUMBER 24 50th 37,200 75th 40,300 MEAN 37,732	25th 21,200 NUMBER 7 50th 30,800 75th 31,800 MEAN 28,217	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 27,400 NUMBER 28 50th 31,100 75th 38,500 MEAN 33,391	25th 24,300 NUMBER 69 50th 26,500 75th 30,500 MEAN 27,285	25th 20,600 NUMBER 14 50th 23,000 75th 24,700 MEAN 22,688
16 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,200 NUMBER 12 50th 37,700 75th 40,200 MEAN 37,550	25th 31,100 NUMBER 22 50th 33,900 75th 37,500 MEAN 33,778	25th 23,400 NUMBER 5 50th 24,400 75th 30,100 MEAN 26,264	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 25,900 NUMBER 23 50th 29,200 75th 31,700 MEAN 28,962	25th 22,700 NUMBER 113 50th 25,100 75th 28,600 MEAN 25,314	25th 18,600 NUMBER 37 50th 20,000 75th 22,100 MEAN 20,430

TABLE B5

SCHOOLS IN THE WESTERN STATES—CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
30 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 39,200 NUMBER 82 50th 42,900 75th 49,300 MEAN 44,147	25th 32,000 NUMBER 110 50th 35,700 75th 37,900 MEAN 35,417	25th 27,800 NUMBER 87 50th 30,400 75th 32,600 MEAN 30,670	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 37,400 NUMBER 41 50th 40,600 75th 44,700 MEAN 40,277	25th 30,600 NUMBER 110 50th 32,800 75th 36,100 MEAN 33,424	25th 25,000 NUMBER 273 50th 27,800 75th 29,600 MEAN 27,547	25th 22,000 NUMBER 139 50th 23,600 75th 26,000 MEAN 24,368
21 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 40,200 NUMBER 74 50th 42,900 75th 49,400 MEAN 44,563	25th 32,000 NUMBER 98 50th 35,200 75th 38,000 MEAN 35,375	25th 27,700 NUMBER 81 50th 30,700 75th 32,600 MEAN 30,640	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 39,000 NUMBER 34 50th 40,800 75th 44,700 MEAN 41,606	25th 31,500 NUMBER 90 50th 33,700 75th 37,000 MEAN 34,702	25th 25,600 NUMBER 222 50th 28,000 75th 29,800 MEAN 28,065	25th 22,600 NUMBER 110 50th 24,100 75th 26,200 MEAN 24,919
4 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 1 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th NUMBER 2 50th 75th MEAN	25th 20,000 NUMBER 17 50th 23,200 75th 29,800 MEAN 24,545	25th 19,400 NUMBER 8 50th 19,900 75th 26,100 MEAN 22,492
5 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,200 NUMBER 8 50th 40,900 75th 47,300 MEAN 40,307	25th 34,600 NUMBER 11 50th 36,300 75th 36,700 MEAN 35,631	25th 28,900 NUMBER 6 50th 30,400 75th 34,000 MEAN 31,071	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,200 NUMBER 6 50th 36,500 75th 41,700 MEAN 35,226	25th 24,600 NUMBER 18 50th 25,000 75th 32,600 MEAN 28,369	25th 22,200 NUMBER 34 50th 24,500 75th 27,900 MEAN 25,669	25th 19,800 NUMBER 21 50th 20,400 75th 23,200 MEAN 22,195

TABLE B6

SCHOOLS IN UNIVERSITIES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
218 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,100 NUMBER 401 50th 42,700 75th 47,800 MEAN 43,420	25th 33,200 NUMBER 795 50th 36,300 75th 39,500 MEAN 36,642	25th 28,600 NUMBER 514 50th 30,700 75th 33,100 MEAN 31,020	25th 24,800 NUMBER 13 50th 26,600 75th 29,500 MEAN 27,268
	FACULTY WITHOUT DOCTORATE	25th 34,400 NUMBER 103 50th 38,100 75th 43,100 MEAN 38,702	25th 29,200 NUMBER 773 50th 32,100 75th 35,700 MEAN 32,749	25th 24,800 NUMBER 2536 50th 26,900 75th 29,600 MEAN 27,355	25th 21,600 NUMBER 1386 50th 23,500 75th 25,400 MEAN 23,754
154 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 38,100 NUMBER 313 50th 42,200 75th 47,400 MEAN 43,148	25th 32,500 NUMBER 554 50th 35,700 75th 39,000 MEAN 36,204	25th 28,700 NUMBER 367 50th 30,700 75th 33,000 MEAN 31,056	25th 25,600 NUMBER 6 50th 27,700 75th 33,000 MEAN 28,736
	FACULTY WITHOUT DOCTORATE	25th 34,800 NUMBER 77 50th 39,100 75th 43,300 MEAN 39,188	25th 29,300 NUMBER 549 50th 32,100 75th 35,900 MEAN 32,986	25th 24,700 NUMBER 182/ 50th 26,900 75th 29,500 MEAN 27,303	25th 21,400 NUMBER 961 50th 23,100 75th 24,900 MEAN 23,418
30 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 41,800 NUMBER 53 50th 47,300 75th 51,600 MEAN 47,686	25th 35,000 NUMBER 157 50th 38,000 75th 41,500 MEAN 38,489	25th 28,100 NUMBER 88 50th 31,800 75th 34,500 MEAN 31,428	25th 22,700 NUMBER 5 50th 25,200 75th 29,500 MEAN 25,918
	FACULTY WITHOUT DOCTORATE	25th 38,600 NUMBER 7 50th 47,000 75th 50,000 MEAN 45,042	25th 30,600 NUMBER 102 50th 33,000 75th 37,500 MEAN 34,601	25th 25,600 NUMBER 364 50th 27,900 75th 30,800 MEAN 28,282	25th 23,300 NUMBER 274 50th 25,400 75th 27,000 MEAN 25,361
34 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,300 NUMBER 35 50th 39,600 75th 46,800 MEAN 39,384	25th 33,500 NUMBER 84 50th 36,200 75th 39,000 MEAN 36,085	25th 28,200 NUMBER 59 50th 30,200 75th 32,800 MEAN 30,192	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 29,000 NUMBER 19 50th 35,200 75th 37,900 MEAN 34,396	25th 27,000 NUMBER 122 50th 30,300 75th 33,300 MEAN 30,138	25th 24,300 NUMBER 345 50th 26,600 75th 28,500 MEAN 26,652	25th 21,000 NUMBER 151 50th 23,100 75th 24,700 MEAN 22,977

TABLE B7

SCHOOLS IN FOUR-YEAR COLLEGES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
85 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,500 NUMBER 25 50th 41,700 75th 50,100 MEAN 42,416	25th 28,800 NUMBER 40 50th 35,600 75th 39,000 MEAN 34,251	25th 26,700 NUMBER 34 50th 28,700 75th 35,700 MEAN 30,535	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,700 NUMBER 12 50th 35,100 75th 41,600 MEAN 34,009	25th 25,400 NUMBER 138 50th 29,100 75th 32,200 MEAN 28,908	25th 21,700 NUMBER 459 50th 24,200 75th 27,000 MEAN 24,498	25th 19,600 NUMBER 289 50th 22,000 75th 24,400 MEAN 21,962
16 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 41,200 NUMBER 13 50th 48,300 75th 55,700 MEAN 48,488	25th 35,000 NUMBER 16 50th 37,400 75th 40,300 MEAN 38,478	25th 30,500 NUMBER 15 50th 36,000 75th 39,100 MEAN 35,045	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 30,600 NUMBER 32 50th 33,200 75th 34,800 MEAN 32,947	25th 26,000 NUMBER 70 50th 27,500 75th 28,800 MEAN 27,642	25th 22,600 NUMBER 52 50th 24,600 75th 30,800 MEAN 26,359
21 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,500 NUMBER 6 50th 41,600 75th 46,400 MEAN 38,156	25th 28,400 NUMBER 11 50th 35,800 75th 39,100 MEAN 33,940	25th 25,700 NUMBER 11 50th 27,700 75th 30,600 MEAN 27,745	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 36,364	25th 25,600 NUMBER 39 50th 28,300 75th 31,800 MEAN 28,621	25th 22,300 NUMBER 115 50th 23,700 75th 26,600 MEAN 24,498	25th 20,000 NUMBER 61 50th 22,000 75th 25,100 MEAN 22,586
48 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,100 NUMBER 6 50th 31,900 75th 39,200 MEAN 33,517	25th 24,400 NUMBER 13 50th 28,700 75th 36,000 MEAN 29,311	25th 24,400 NUMBER 8 50th 26,100 75th 28,000 MEAN 25,915	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,200 NUMBER 6 50th 26,800 75th 35,700 MEAN 30,069	25th 22,900 NUMBER 67 50th 26,900 75th 30,600 MEAN 27,146	25th 20,700 NUMBER 274 50th 23,600 75th 26,200 MEAN 23,695	25th 18,200 NUMBER 176 50th 20,900 75th 23,000 MEAN 20,447

TABLE B8

SCHOOLS ON THE SAME CAMPUS WITH AN ACADEMIC HEALTH CENTER — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
69 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,400 NUMBER 247 50th 42,700 75th 48,300 MEAN 43,772	25th 33,000 NUMBER 431 50th 36,400 75th 39,800 MEAN 37,067	25th 29,000 NUMBER 291 50th 31,300 75th 33,500 MEAN 31,422	25th 23,800 NUMBER 7 50th 28,800 75th 29,900 MEAN 27,485
	FACULTY WITHOUT DOCTORATE	25th 34,500 NUMBER 36 50th 38,100 75th 41,600 MEAN 38,872	25th 29,400 NUMBER 377 50th 32,100 75th 36,000 MEAN 32,952	25th 25,100 NUMBER 1095 50th 27,100 75th 30,000 MEAN 27,778	25th 21,900 NUMBER 809 50th 23,800 75th 25,800 MEAN 24,049
50 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 38,400 NUMBER 207 50th 42,600 75th 47,300 MEAN 43,351	25th 32,700 NUMBER 321 50th 36,200 75th 39,700 MEAN 36,627	25th 29,000 NUMBER 212 50th 31,100 75th 33,000 MEAN 31,325	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 34,900 NUMBER 32 50th 38,700 75th 41,600 MEAN 39,507	25th 29,400 NUMBER 303 50th 32,100 75th 35,900 MEAN 32,916	25th 24,900 NUMBER 817 50th 27,000 75th 29,800 MEAN 27,552	25th 21,400 NUMBER 508 50th 23,000 75th 24,800 MEAN 23,377
13 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 43,000 NUMBER 27 50th 49,000 75th 57,300 MEAN 50,242	25th 35,100 NUMBER 90 50th 37,900 75th 42,300 MEAN 39,062	25th 28,500 NUMBER 60 50th 32,000 75th 34,500 MEAN 31,712	25th 22,700 NUMBER 5 50th 25,200 75th 29,500 MEAN 25,918
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 30,500 NUMBER 44 50th 32,900 75th 39,300 MEAN 35,672	25th 26,200 NUMBER 205 50th 29,000 75th 31,500 MEAN 29,208	25th 23,700 NUMBER 249 50th 25,600 75th 27,200 MEAN 25,614
6 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,300 NUMBER 13 50th 36,700 75th 42,600 MEAN 37,043	25th 32,800 NUMBER 20 50th 35,000 75th 36,900 MEAN 35,158	25th 29,300 NUMBER 19 50th 31,700 75th 34,500 MEAN 31,589	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 28,390	25th 25,000 NUMBER 30 50th 30,300 75th 32,800 MEAN 29,324	25th 23,200 NUMBER 73 50th 26,100 75th 27,800 MEAN 26,293	25th 19,800 NUMBER 52 50th 22,800 75th 24,900 MEAN 23,115

TABLE B9

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY—CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
166 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,500 NUMBER 48 50th 39,100 75th 44,500 MEAN 39,771	25th 30,400 NUMBER 104 50th 33,200 75th 35,600 MEAN 33,063	25th 26,800 NUMBER 62 50th 28,200 75th 32,100 MEAN 29,646	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 28,700 NUMBER 33 50th 34,400 75th 37,800 MEAN 34,181	25th 26,900 NUMBER 287 50th 30,100 75th 33,000 MEAN 30,103	25th 23,100 NUMBER 1048 50th 25,600 75th 27,800 MEAN 25,621	25th 20,200 NUMBER 404 50th 22,300 75th 25,000 MEAN 22,548
72 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 36,400 NUMBER 26 50th 39,700 75th 44,200 MEAN 40,471	25th 31,700 NUMBER 58 50th 33,800 75th 35,500 MEAN 34,260	25th 27,000 NUMBER 33 50th 29,200 75th 33,900 MEAN 31,005	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 32,900 NUMBER 13 50th 35,500 75th 40,200 MEAN 36,105	25th 28,800 NUMBER 113 50th 31,400 75th 33,600 MEAN 31,735	25th 23,800 NUMBER 489 50th 25,700 75th 27,800 MEAN 26,161	25th 22,000 NUMBER 154 50th 24,200 75th 26,800 MEAN 24,576
31 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 4 50th 75th MEAN 42,01[illegible]	25th 28,500 NUMBER 19 50th 31,800 75th 33,600 MEAN 31,380	25th 26,300 NUMBER 14 50th 27,400 75th 28,600 MEAN 27,733	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 35,893	25th 27,200 NUMBER 61 50th 31,500 75th 33,900 MEAN 31,220	25th 23,200 NUMBER 183 50th 25,700 75th 28,100 MEAN 25,837	25th 20,200 NUMBER 67 50th 23,200 75th 25,200 MEAN 23,171
63 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,000 NUMBER 18 50th 38,000 75th 45,700 MEAN 38,263	25th 26,300 NUMBER 27 50th 33,200 75th 36,700 MEAN 31,679	25th 24,400 NUMBER 15 50th 28,100 75th 30,600 MEAN 28,443	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,700 NUMBER 16 50th 33,400 75th 36,300 MEAN 32,189	25th 23,800 NUMBER 113 50th 27,800 75th 30,600 MEAN 27,869	25th 21,400 NUMBER 376 50th 24,700 75th 27,700 MEAN 24,812	25th 18,300 NUMBER 183 50th 20,900 75th 23,200 MEAN 20,613

TABLE B10

SCHOOLS WITH 100 OR LESS FULL-TIME BACCALAUREATE STUDENTS— CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
69 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 37,300 NUMBER 31 50th 42,100 75th 46,600 MEAN 41,724	25th 30,700 NUMBER 57 50th 34,300 75th 36,900 MEAN 34,512	25th 26,100 NUMBER 45 50th 27,600 75th 29,900 MEAN 28,109	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 28,400 NUMBER 19 50th 31,500 75th 38,000 MEAN 33,408	25th 26,900 NUMBER 52 50th 30,600 75th 32,900 MEAN 29,621	25th 24,000 NUMBER 219 50th 26,300 75th 29,000 MEAN 26,403	25th 20,000 NUMBER 83 50th 23,200 75th 26,000 MEAN 22,734
30 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 36,300 NUMBER 24 50th 41,300 75th 45,700 MEAN 41,618	25th 30,700 NUMBER 30 50th 33,100 75th 34,900 MEAN 33,296	25th 26,200 NUMBER 34 50th 27,500 75th 30,000 MEAN 28,355	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 28,600 NUMBER 12 50th 31,300 75th 37,100 MEAN 33,217	25th 29,400 NUMBER 28 50th 31,100 75th 33,100 MEAN 31,113	25th 24,300 NUMBER 98 50th 26,000 75th 27,700 MEAN 26,076	25th 22,900 NUMBER 20 50th 25,500 75th 26,800 MEAN 24,934
15 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 35,800 NUMBER 14 50th 39,500 75th 44,000 MEAN 39,945	25th 25,700 NUMBER 5 50th 28,100 75th 29,000 MEAN 27,501	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 21,900 NUMBER 7 50th 34,200 75th 38,900 MEAN 32,737	25th 24,400 NUMBER 39 50th 28,100 75th 30,400 MEAN 27,926	25th 23,600 NUMBER 21 50th 26,000 75th 27,400 MEAN 25,534
24 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,100 NUMBER 6 50th 41,000 75th 44,600 MEAN 39,902	25th 26,600 NUMBER 13 50th 30,600 75th 36,200 MEAN 31,467	25th 23,900 NUMBER 6 50th 26,200 75th 31,300 MEAN 27,220	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,200 NUMBER 6 50th 37,200 75th 41,700 MEAN 35,129	25th 21,400 NUMBER 17 50th 26,900 75th 30,600 MEAN 25,882	25th 23,000 NUMBER 82 50th 26,200 75th 29,000 MEAN 26,069	25th 17,900 NUMBER 42 50th 20,300 75th 23,000 MEAN 20,287

TABLE B11

SCHOOLS WITH MORE THAN 100 BUT LESS THAN 250 FULL-TIME BACCALAUREATE STUDENTS—CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
108 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 36,500 NUMBER 101 50th 40,300 75th 47,300 MEAN 41,815	25th 32,600 NUMBER 204 50th 35,600 75th 38,200 MEAN 35,784	25th 28,200 NUMBER 117 50th 30,000 75th 34,300 MEAN 30,909	25th NUMBER 3 50th 75th MEAN 28,933
	FACULTY WITHOUT DOCTORATE	25th 33,400 NUMBER 29 50th 37,000 75th 44,700 MEAN 38,821	25th 27,200 NUMBER 261 50th 30,200 75th 33,900 MEAN 31,181	25th 23,800 NUMBER 990 50th 26,000 75th 28,600 MEAN 26,457	25th 21,500 NUMBER 403 50th 23,000 75th 24,800 MEAN 23,214
55 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 36,300 NUMBER 66 50th 38,800 75th 44,900 MEAN 41,103	25th 32,000 NUMBER 117 50th 34,700 75th 37,800 MEAN 35,021	25th 28,500 NUMBER 60 50th 30,000 75th 32,700 MEAN 30,899	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 33,900 NUMBER 18 50th 37,200 75th 44,700 MEAN 39,398	25th 28,300 NUMBER 155 50th 30,700 75th 34,900 MEAN 32,009	25th 24,200 NUMBER 567 50th 26,300 75th 29,000 MEAN 26,919	25th 21,300 NUMBER 205 50th 22,800 75th 24,800 MEAN 23,467
19 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 43,300 NUMBER 23 50th 47,200 75th 49,800 MEAN 47,533	25th 35,000 NUMBER 61 50th 37,000 75th 39,400 MEAN 38,024	25th 29,700 NUMBER 38 50th 32,900 75th 35,200 MEAN 32,678	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 34,700 NUMBER 5 50th 46,400 75th 49,000 MEAN 42,772	25th 28,200 NUMBER 39 50th 31,600 75th 33,600 MEAN 32,618	25th 25,300 NUMBER 169 50th 27,100 75th 30,100 MEAN 27,641	25th 23,000 NUMBER 106 50th 24,000 75th 25,400 MEAN 24,113
34 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,200 NUMBER 12 50th 35,700 75th 38,000 MEAN 34,772	25th 31,600 NUMBER 26 50th 33,900 75th 36,700 MEAN 33,963	25th 24,300 NUMBER 19 50th 27,800 75th 29,900 MEAN 27,403	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,900 NUMBER 6 50th 34,000 75th 39,200 MEAN 33,795	25th 23,800 NUMBER 67 50th 29,100 75th 32,100 MEAN 28,430	25th 22,600 NUMBER 254 50th 24,600 75th 26,600 MEAN 24,638	25th 20,400 NUMBER 92 50th 22,000 75th 23,100 MEAN 21,616

TABLE B12

SCHOOLS WITH 250 OR MORE FULL-TIME BACCALAUREATE STUDENTS— CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
127 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 39,100 NUMBER 296 50th 43,000 75th 48,200 MEAN 44,051	25th 33,600 NUMBER 582 50th 36,500 75th 39,800 MEAN 36,915	25th 29,000 NUMBER 387 50th 31,000 75th 33,300 MEAN 31,324	25th 24,500 NUMBER 11 50th 25,900 75th 28,800 MEAN 26,669
	FACULTY WITHOUT DOCTORATE	25th 34,400 NUMBER 53 50th 38,300 75th 42,000 MEAN 38,702	25th 29,400 NUMBER 595 50th 32,200 75th 35,800 MEAN 32,703	25th 24,500 NUMBER 1853 50th 26,900 75th 29,600 MEAN 27,234	25th 21,400 NUMBER 1232 50th 23,300 75th 25,400 MEAN 23,580
86 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 39,200 NUMBER 239 50th 42,900 75th 48,200 MEAN 44,141	25th 33,200 NUMBER 439 50th 36,300 75th 39,700 MEAN 36,787	25th 29,100 NUMBER 290 50th 31,200 75th 33,200 MEAN 31,590	25th 25,200 NUMBER 5 50th 26,600 75th 31,400 MEAN 27,959
	FACULTY WITHOUT DOCTORATE	25th 37,200 NUMBER 36 50th 39,100 75th 44,000 MEAN 40,536	25th 30,100 NUMBER 401 50th 32,900 75th 36,100 MEAN 33,451	25th 25,000 NUMBER 1301 50th 27,100 75th 29,800 MEAN 27,551	25th 21,400 NUMBER 821 50th 23,200 75th 25,000 MEAN 23,571
17 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 39,000 NUMBER 34 50th 45,800 75th 50,200 MEAN 46,070	25th 34,300 NUMBER 85 50th 37,900 75th 41,000 MEAN 37,823	25th 26,700 NUMBER 55 50th 30,600 75th 33,500 MEAN 30,123	25th NUMBER 4 50th 75th MEAN 25,269
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 42,875	25th 29,400 NUMBER 89 50th 32,000 75th 35,100 MEAN 32,509	25th 24,100 NUMBER 268 50th 26,700 75th 30,200 MEAN 27,274	25th 22,800 NUMBER 216 50th 25,600 75th 27,300 MEAN 25,168
24 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,300 NUMBER 23 50th 41,300 75th 46,900 MEAN 40,125	25th 34,900 NUMBER 58 50th 36,900 75th 39,700 MEAN 36,553	25th 29,100 NUMBER 42 50th 30,600 75th 33,600 MEAN 31,063	25th NUMEER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 27,500 NUMBER 13 50th 33,300 75th 36,200 MEAN 32,339	25th 26,600 NUMBER 105 50th 29,900 75th 33,100 MEAN 30,008	25th 22,700 NUMBER 284 50th 26,200 75th 28,000 MEAN 25,748	25th 19,500 NUMBER 195 50th 22,500 75th 24,400 MEAN 21,862

TABLE B13

SCHOOLS WITH 100 OR LESS FULL-TIME MASTER'S STUDENTS—CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
123 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 38,100 NUMBER 310 50th 42,300 75th 47,800 MEAN 43,436	25th 33,600 NUMBER 614 50th 36,400 75th 39,400 MEAN 36,774	25th 28,900 NUMBER 376 50th 30,900 75th 33,100 MEAN 31,179	25th 24,700 NUMBER 12 50th 26,200 75th 29,000 MEAN 27,045
	FACULTY WITHOUT DOCTORATE	25th 35,300 NUMBER 47 50th 39,100 75th 43,100 MEAN 39,435	25th 29,600 NUMBER 557 50th 32,400 75th 35,900 MEAN 32,956	25th 25,100 NUMBER 1796 50th 27,200 75th 29,900 MEAN 27,715	25th 21,900 NUMBER 1147 50th 23,600 75th 25,400 MEAN 23,876
89 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 38,000 NUMBER 251 50th 41,900 75th 47,300 MEAN 43,258	25th 33,000 NUMBER 457 50th 36,100 75th 39,100 MEAN 36,348	25th 29,000 NUMBER 278 50th 30,900 75th 33,000 MEAN 31,269	25th 25,600 NUMBER 6 50th 27,700 75th 33,000 MEAN 28,736
	FACULTY WITHOUT DOCTORATE	25th 35,300 NUMBER 35 50th 39,100 75th 43,500 MEAN 40,026	25th 29,600 NUMBER 422 50th 32,500 75th 36,100 MEAN 33,191	25th 25,100 NUMBER 1325 50th 27,300 75th 29,900 MEAN 27,796	25th 21,500 NUMBER 786 50th 23,200 75th 24,900 MEAN 23,512
18 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 41,300 NUMBER 40 50th 45,000 75th 50,900 MEAN 46,198	25th 35,100 NUMBER 103 50th 37,100 75th 39,900 MEAN 38,283	25th 27,400 NUMBER 61 50th 30,800 75th 33,000 MEAN 30,481	25th NUMBER 4 50th 75th MEAN 24,911
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 41,628	25th 29,600 NUMBER 67 50th 32,000 75th 36,900 MEAN 33,201	25th 25,400 NUMBER 262 50th 28,100 75th 31,000 MEAN 28,339	25th 23,500 NUMBER 242 50th 25,500 75th 27,200 MEAN 25,437
16 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,500 NUMBER 19 50th 41,300 75th 46,800 MEAN 39,967	25th 35,500 NUMBER 54 50th 36,800 75th 39,800 MEAN 37,501	25th 29,300 NUMBER 37 50th 31,300 75th 34,000 MEAN 31,658	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 28,100 NUMBER 8 50th 36,700 75th 40,900 MEAN 35,756	25th 28,300 NUMBER 68 50th 31,900 75th 34,100 MEAN 31,256	25th 24,400 NUMBER 209 50th 26,300 75th 27,900 MEAN 26,417	25th 22,000 NUMBER 119 50th 23,600 75th 25,000 MEAN 23,104

TABLE B14

SCHOOLS WITH MORE THAN 100 FULL-TIME MASTER'S STUDENTS— CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
13 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 41,500 NUMBER 62 50th 46,400 75th 50,600 MEAN 45,869	25th 33,400 NUMBER 128 50th 37,500 75th 41,700 MEAN 37,894	25th 28,000 NUMBER 107 50th 30,200 75th 33,700 MEAN 30,874	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 38,300 NUMBER 16 50th 41,700 75th 49,400 MEAN 42,857	25th 32,000 NUMBER 57 50th 34,100 75th 39,700 MEAN 35,996	25th 24,500 NUMBER 199 50th 27,200 75th 29,800 MEAN 27,427	25th 21,200 NUMBER 138 50th 22,800 75th 24,700 MEAN 23,151
7 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 41,800 NUMBER 49 50th 46,200 75th 50,600 MEAN 45,800	25th 32,500 NUMBER 71 50th 37,100 75th 41,500 MEAN 37,418	25th 28,100 NUMBER 74 50th 30,200 75th 32,800 MEAN 31,012	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 38,300 NUMBER 12 50th 40,800 75th 44,100 MEAN 41,847	25th 31,600 NUMBER 39 50th 34,100 75th 39,100 MEAN 35,251	25th 24,900 NUMBER 115 50th 27,000 75th 29,500 MEAN 27,116	25th 20,800 NUMBER 86 50th 22,600 75th 23,800 MEAN 22,757
4 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 45,300 NUMBER 10 50th 47,500 75th 58,000 MEAN 49,522	25th 36,700 NUMBER 42 50th 39,400 75th 42,700 MEAN 40,326	25th 31,800 NUMBER 19 50th 34,000 75th 35,300 MEAN 33,889	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 50,223	25th 32,900 NUMBER 14 50th 36,800 75th 47,400 MEAN 39,344	25th 26,800 NUMBER 57 50th 29,500 75th 31,200 MEAN 29,072	25th 22,100 NUMBER 40 50th 24,700 75th 25,700 MEAN 24,243
2 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 3 50th 75th MEAN 34,815	25th 31,200 NUMBER 15 50th 33,100 75th 35,000 MEAN 33,338	25th 23,500 NUMBER 14 50th 25,000 75th 29,600 MEAN 26,052	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th NUMBER 4 50th 75th MEAN 31,545	25th 23,000 NUMBER 27 50th 24,100 75th 26,900 MEAN 25,277	25th 20,700 NUMBER 12 50th 22,300 75th 22,900 MEAN 22,341

TABLE B15

SCHOOLS WITH STUDENTS IN DOCTORAL PROGRAMS IN NURSING— CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
26 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 40,400 NUMBER 154 50th 43,900 75th 49,300 MEAN 45,404	25th 32,800 NUMBER 268 50th 36,600 75th 40,200 MEAN 36,950	25th 27,900 NUMBER 213 50th 30,800 75th 33,300 MEAN 30,852	25th 23,400 NUMBER 5 50th 25,900 75th 28,300 MEAN 25,845
	FACULTY WITHOUT DOCTORATE	25th 37,900 NUMBER 18 50th 40,800 75th 42,900 MEAN 41,156	25th 30,600 NUMBER 126 50th 33,100 75th 37,300 MEAN 34,020	25th 25,200 NUMBER 475 50th 27,200 75th 30,100 MEAN 27,831	25th 21,800 NUMBER 440 50th 24,100 75th 26,300 MEAN 24,291
16 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 39,500 NUMBER 122 50th 42,700 75th 48,100 MEAN 44,195	25th 32,000 NUMBER 176 50th 34,900 75th 38,800 MEAN 35,654	25th 28,400 NUMBER 141 50th 30,700 75th 33,000 MEAN 30,894	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 37,900 NUMBER 17 50th 40,700 75th 42,600 MEAN 40,649	25th 30,500 NUMBER 102 50th 33,200 75th 37,100 MEAN 33,921	25th 24,700 NUMBER 315 50th 26,900 75th 29,500 MEAN 27,361	25th 20,800 NUMBER 209 50th 22,600 75th 24,400 MEAN 22,884
9 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 43,600 NUMBER 32 50th 48,400 75th 57,700 MEAN 50,013	25th 36,200 NUMBER 88 50th 38,800 75th 42,400 MEAN 39,711	25th 27,700 NUMBER 59 50th 32,400 75th 34,600 MEAN 31,869	25th NUMBER 3 50th 75th MEAN 25,585
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 32,000 NUMBER 23 50th 32,800 75th 37,700 MEAN 34,467	25th 26,300 NUMBER 142 50th 29,300 75th 31,400 MEAN 29,182	25th 23,700 NUMBER 225 50th 25,700 75th 27,300 MEAN 25,643
1 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 4 50th 75th MEAN	25th NUMBER 13 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 1 50th 75th MEAN	25th NUMBER 18 50th 75th MEAN	25th NUMBER 6 50th 75th MEAN

American Association of Colleges of Nursing

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1983-84 AACN SURVEY
INSTITUTIONAL DATA

Name of School _____

Address of School _____

1. Your institution is: (please check one)
   Public _____ Private (secular) _____ Private (religious) _____
2. Your school of nursing is part of an academic health center: (See definition on reverse. Please check one.)
   yes, same campus _____ yes, separate campus _____ yes, separate city _____ no _____
3. Your school of nursing is part of: (please check one)
   A university _____ A four-year college _____
   Other _____ (Specify) _____
4. The salary basis for nursing faculty is: (please check one)
   Academic year _____ Calendar year _____ Mixed _____ (See instructions on reverse)
5. Number of nursing faculty: Full-time [ ][ ][ ] Part-time [ ][ ][ ] (See instructions on reverse)
6. Categories of students:
   baccalaureate
   generic _____
   RN _____
   masters _____
   doctoral _____
   assoc. degree _____ If you have an associate degree program, see instructions on reverse.
7. Availability of **special programs** for college graduates from other fields who are not registered nurses. (Check whatever applies.)
   _____ Leading to a baccalaureate in nursing
   _____ Leading to a master's in nursing.
   _____ No such programs are available. (See instructions on reverse.)

   Questions 8 and 9 relate to **generic programs only**
8. In your school, when does a generic student become a nursing student? (Please check one. Do not include prenursing students.) Freshman year _____ Sophomore year _____ Junior year _____
9. When is the **first course** taught by **nursing faculty**?
   Non-clinical: Freshman year _____ Sophomore year _____ Junior year _____
   Clinical: Freshman year _____ Sophomore year _____ Junior year _____
10. Enrollment and graduation data:
    Please leave no blanks. Fill unneeded blocks on the left with zeros.

    Count only nursing students in the spaces below.

	Fall 1983 Full-time Students	Fall 1983 Part-time Students	1982-83 Graduations During 1982-83 Academic Year
Baccalaureate: Generic	[ ][ ][ ][ ]	[ ][ ][ ][ ]	[ ][ ][ ][ ]
Baccalaureate: R.N.	[ ][ ][ ][ ]	[ ][ ][ ][ ]	[ ][ ][ ][ ]
Graduate: Masters	[ ][ ][ ][ ]	[ ][ ][ ][ ]	[ ][ ][ ][ ]
Graduate: Doctoral	[ ][ ][ ][ ]	[ ][ ][ ][ ]	[ ][ ][ ][ ]

Signature of Dean or Director _____

INSTRUCTIONS FOR INSTITUTIONAL DATA

2. Academic Health Center: As defined by the Association of Academic Health Centers (AAHC), an academic health center is "an institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program" - in our case nursing. Each health school generally maintains separate identity and autonomy.

4. Salary Basis: If some faculty are paid on an academic year basis while others are paid for the calendar year, please check "mixed." It will not be necessary for you to do conversions as system improvements now permit this to be done automatically by AACN.

5. Faculty: Full-time: Include all nurses with regular faculty appointments in your school even though their salaries may be paid from a number of funds.

   Part-time: Include all nurses who hold a faculty appointment and receive some compensation from the school of nursing but are not considered full-time faculty. Do not include adjunct faculty unless they receive some compensation as above. Please give the number of individuals - not FTE.

6. Associate Degree Programs: This survey is intended to collect data on programs at the level of the baccalaureate degree and higher degrees. If you also have an associate degree program, please do not include the associate degree students when answering the enrollment questions. Do not include faculty who teach only in the associate degree program. Faculty who teach in both programs should be counted as part-time in question 5.

7. This question applies only to schools which offer a modified and/or accelerated program for this type of student. Such students should be included in enrollment and graduations in question 10.

10. Full-time or Part-time students: Please use your own institution's definition of these for both baccalaureate and graduate students.

aacn

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1983-84 AACN FACULTY SALARY SURVEY

School Name Watergate University

Page 1 of 1 pages

This left hand section is optional, for school use only. Separate and discard, before returning to AACN, to insure confidentiality.

List All Full-time Nursing Faculty

NAMES	DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)					SALARY BASIS (Circle only one number)		SALARY	Line Number
	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Other	Academic Year	Calendar Year		
Aurora Ocean	(1)	2	(1)	2	3	4	5	(1)	2	40,920	01
Lily Ponds	(1)	2	1	(2)	3	4	5	(1)	2	36,850	02
Virginia Lake	(1)	2	1	2	(3)	4	5	1	(2)	31,875	03
Diana Delta	(1)	2	1	2	(3)	4	5	(1)	2	24,500	04
Henry Fjord	1	(2)	1	2	(3)	4	5	(1)	2	21,460	05
Riva Run	(1)	2	1	(2)	3	4	5	(1)	2	29,310	06
Lawrence Creek	1	(2)	1	2	3	(4)	5	(1)	2	19,999	07
Sandy Spring	1	(2)	1	2	3	(4)	5	(1)	2	17,440	08
Esther Wary	1	(2)	1	2	3	4	(5)	(1)	2	17,249	09
Ferne Brooke	1	(2)	1	2	3	4	(5)	(1)	2	15,340	10
	1	2	1	2	3	4	5	1	2	,	11
	1	2	1	2	3	4	5	1	2	,	12
	1	2	1	2	3	4	5	1	2	,	13
	1	2	1	2	3	4	5	1	2	,	14
	1	2	1	2	3	4	5	1	2	,	15
	1	2	1	2	3	4	5	1	2	,	16
	1	2	1	2	3	4	5	1	2	,	17
	1	2	1	2	3	4	5	1	2	,	18
	1	2	1	2	3	4	5	1	2	,	19
	1	2	1	2	3	4	5	1	2	,	20
	1	2	1	2	3	4	5	1	2	,	21
	1	2	1	2	3	4	5	1	2	,	22
	1	2	1	2	3	4	5	1	2	,	23
	1	2	1	2	3	4	5	1	2	,	24
	1	2	1	2	3	4	5	1	2	,	25

INSTRUCTIONS ON REVERSE SIDE

GENERAL INSTRUCTIONS FOR FACULTY SALARY SURVEY

1. DESIGN OF FORM: This form, consisting of two sections, is provided as a convenience to the school while completing the questionnaire. The names section on the left should be separated and discarded before returning the right section to AACN; AACN has no wish to know the names of faculty in association with salaries. All that the respondent will need to complete the form is a list of full-time nurse faculty with degree, rank, salary basis and salary. Do not include full-time non-nurse faculty members who are carried on your budget.

2. PURPOSE: This form is for the collection of salaries and related data on all full-time nursing faculty except the dean. Salaries for acting deans should be included. See separate questionnaire for the Dean/Director.

3. OTHER ADMINISTRATIVE SALARIES: Provision is made to list salaries of assistant deans or other administrative nursing faculty on the reverse side of the Dean's questionnaire so as to identify comparative data on this group. However, administrative faculty salaries (other than the dean) must be included on this Faculty Salary Survey also. Otherwise, the faculty salary report for your school would not be complete.

4. DEGREE LEVEL: Circle only one number for each faculty member.

5. FACULTY RANK: Circle only one number for each faculty member. Individuals not having a faculty appointment should not be included on the report at all. If a school uses non-standard faculty ranks internally, please assign individuals to the nearest (of the four standard ranks) on this form if there is a reasonably close equivalent. Use "Other" only for those faculty (e.g., lecturer, research associate, assistant instructor) who have faculty status but do not fit one of the four standard ranks, e.g., an assistant instructor does not receive the same salary as an instructor. In the case of Others, please add a check or asterisk after the line number on the far right of the sheet. Then identify their actual titles by line number at the bottom of the page.

6. SALARY BASIS: Circle only one number for each faculty member. Use academic year for faculty paid on a 9 month or 10 month basis; use calendar year for faculty paid on an 11 month or 12 month basis.

7. SALARY: Enter exact salary to nearest whole dollar. Use current fiscal year compensation figures (fall of 1983). When a full-time nursing faculty member's salary is derived partly from another school or administrative unit within the total institution, please combine all compensation and report only one total.

   The salary reported should reflect the total amount before any deductions are made (for tax sheltered annuities, contributions to retirement funds, life or health insurance, etc.).

8. PAGES: Each sheet is designed for listing 25 faculty. Please number additional pages consecutively.

North
Atlantic
States
Midwestern States
Western States
Southern States

Report on Salaries of Nursing Faculty
Schools Participating by Region and Sponsorship

NORTH ATLANTIC STATES

Public

Bloomsburg State College
Bloomsburg, Pennsylvania
City College of CUNY
New York, New York
Herbert H. Lehman College of CUNY
Bronx, New York
Hunter College of CUNY-Bellevue
New York, New York
Indiana University of Pennsylvania
Indiana, Pennsylvania
Kean College of New Jersey
Union, New Jersey
Pennsylvania State University
University Park, Pennsylvania
Rutgers, The State University
Newark, New Jersey
SUNY/Binghamton
Binghamton, New York
SUNY/Buffalo
Buffalo, New York
SUNY/College at Brockport
Brockport, New York
SUNY/College at New Paltz
New Paltz, New York
SUNY/College of Technology
Utica, New York
SUNY/Downstate Medical Center
Brooklyn, New York
SUNY/Stony Brook
Stony Brook, New York
Salem State College
Salem, Massachusetts
Southeastern Massachusetts University
North Dartmouth, Massachusetts
Temple University
Philadelphia, Pennsylvania
Trenton State College
Trenton, New Jersey
University of Connecticut
Storrs, Connecticut
University of Delaware
Newark, Delaware
University of Lowell
Lowell, Massachusetts
University of Massachusetts
Amherst, Massachusetts
University of Massachusetts - Boston
Boston, Massachusetts
University of New Hampshire
Durham, New Hampshire
University of Southern Maine
Portland, Maine
University of Vermont
Burlington, Vermont
Worcester State College
Worcester, Massachusetts

Private (Secular)

Adelphi University
Garden City, New York
Alfred University
Alfred, New York
Boston University
Boston, Massachusetts
Colby-Sawyer College
New London, New Hampshire
College of Mount St. Vincent
Riverdale, New York

Private (Secular)

College of New Rochelle
New Rochelle, New York
Columbia University
New York, New York
Columbia University, Teachers College
New York, New York
Daemen College
Amherst, New York
Fairleigh Dickinson University
Rutherford, New Jersey
Hartwick College
Oneonta, New York
Howard University
Washington, D.C.
Husson College/Eastern Maine Medical Ctr
Bangor, Maine
Long Island University-Brooklyn
Brooklyn, New York
Long Island University-Greenvale
Greenvale, New York
MGH Institute of Health Professions
Boston, Massachusetts
Mercy College
Dobbs Ferry, New York
Monmouth College
West Long Branch, New Jersy
Nazareth College of Rochester
Rochester, New York
New York University
New York, New York
Northeastern University
Boston, Massachusetts
Pace University
Pleasantville, New York
Quinnipiac College
Hamden, Connecticut
Russell Sage College
Troy, New York
Simmons College
Boston, Massachusetts
Syracuse University
Syracuse, New York
Thomas Jefferson University
Philadelphia, Pennsylvania
University of Hartford
West Hartford, Connecticut
University of Pennsylvania
Philadelphia, Pennsylvania
University of Pittsburgh
Pittsburgh, Pennsylvania
University of Rochester
Rochester, New York
Widener University
Chester, Pennsylvania
Wilkes College
Wilkes Barre, Pennsylvania
Yale University
New Haven, Connecticut
York College of Pennsylvania
York, Pennsylvania

Private (Religious)

Boston College
Chestnut Hill, Massachusetts
Carlow College
Pittsburgh, Pennsylvania
College Misericordia
Dallas, Pennsylvania

NORTH ATLANTIC STATES

Private (Religious)

College of Our Lady of the Elms
Chicopee, Massachusetts
Duquesne University
Pittsburgh, Pennsylvania
Fairfield University
Fairfield, Connecticut
Felician College
Lodi, New Jersey
Georgetown University
Washington, D.C.
La Roche College
Pittsburgh, Pennsylvania
Lycoming College
Williamsport, Pennsylvania
Messiah College
Grantham, Pennsylvania
Molloy College
Rockville Centre, New York
Neumann College
Aston, Pennsylvania
Niagara University
Niagara University, New York
Sacred Heart University
Bridgeport, Connecticut
Saint Peter's College
Jersey City, New Jersey
Seton Hall University
South Orange, New Jersey
St. Anselm College
Manchester, New Hampshire
St. Francis College
Loretto, Pennsylvania
The Catholic University of America
Washington, D. C.
Thiel College
Greenville, Pennsylvania
University of Scranton
Scranton, Pennsylvania
Villa Maria College
Erie, Pennsylvania
Villanova University
Villanova, Pennsylvania
Waynesburg College
Waynesburg, Pennsylvania

MIDWESTERN STATES

Public

Ball State University
Muncie, Indiana
Chicago State University
Chicago, Illinois
Cleveland State University
Cleveland, Ohio
Eastern Michigan University
Ypsilanti, Michigan
Ferris State College
Big Rapids, Michigan
Fort Hays State University
Hays, Kansas
Governors State University
Park Forest South, Illinois
Indiana State University
Terre Haute, Indiana
Indiana University
Indianapolis, Indiana
Kent State University
Kent, Ohio
Medical College of Ohio
Toledo, Ohio
Metropolitan State University
St. Paul, Minnesota
Miami University
Oxford, Ohio
Michigan State University
East Lansing, Michigan
Northeast Missouri State University
Kirksville, Missouri
Northern Illinois University
DeKalb, Illinois
Northern Michigan University
Marquette, Michigan
Oakland University
Rochester, Michigan
Ohio State University
Columbus, Ohio
Ohio University
Athens, Ohio
Purdue University
West Lafayette, Indiana
Sangamon State University
Springfield, Illinois
South Dakota State University
Brookings, South Dakota
Southern Illinois University
Edwardsville, Illinois
Univ. of Minnesota/Sch. of Public Health
Minneapolis, Minnesota
University of Akron
Akron, Ohio
University of Cincinnati
Cincinnati, Ohio
University of Illinois/Medical Center
Chicago, Illinois
University of Iowa
Iowa City, Iowa
University of Kansas
Kansas City, Kansas
University of Michigan
Ann Arbor, Michigan
University of Minnesota
Minneapolis, Minnesota
University of Missouri
St. Louis, Missouri
University of Missouri
Columbia, Missouri
University of Missouri
Kansas City, Missouri
University of Nebraska
Omaha, Nebraska
University of North Dakota
Grand Forks, North Dakota
University of Wisconsin
Madison, Wisconsin
University of Wisconsin
Milwaukee, Wisconsin
University of Wisconsin
Eau Claire, Wisconsin
University of Wisconsin
Oshkosh, Wisconsin
Washburn University of Topeka
Topeka, Kansas
Wayne State University
Detroit, Michigan
Wichita State University
Wichita, Kansas
Wright State University
Dayton, Ohio

MIDWESTERN STATES

Private (Secular)

Aurora College
Aurora, Illinois
Bishop Clarkson
Omaha, Nebraska
Bradley University
Peoria, Illinois
Case Western Reserve University
Cleveland, Ohio
Columbia College of Nursing
Milwaukee, Wisconsin
Northwestern University Medical School
Chicago, Illinois
Ohio Wesleyan University
Delaware, Ohio
Rush University
Chicago, Illinois
The College of St. Catherine
St. Paul, Minnesota
West Suburban College of Nursing
Oak Park, Illinois

Private (Religious)

Ashland College
Ashland, Ohio
Augustana College
Sioux Falls, South Dakota
Avila College
Kansas City, Missouri
Capital University
Columbus, Ohio
College of Mount St. Joseph
Mount St. Joseph, Ohio
College of St. Scholastica
Duluth, Minnesota
Creighton University
Omaha, Nebraska
DePaul University
Chicago, Illinois
DePauw University
Greencastle, Indiana
Edgewood College
Madison, Wisconsin
Elmhurst College
Elmhurst, Illinois
Goshen College
Goshen, Indiana
Graceland College
Lamoni, Iowa
Grand View College
Des Moines, Iowa
Hope/Calvin Colleges
Holland, Michigan
Illinois Wesleyan University
Bloomington, Illinois
Indiana Central University
Indianapolis, Indiana
Lewis University
Lockport, Illinois
Loyola University
Chicago, Illinois
Luther College
Decorah, Iowa
Madonna College
Livonia, Michigan
Marquette University
Milwaukee, Wisconsin
Marymount College
Salina, Kansas
Mercy College of Detroit
Detroit, Michigan
Millikin University
Decatur, Illinois
Nazareth College
Nazareth, Michigan
North Park College
Chicago, Illinois
Saint Olaf College
Northfield, Minnesota
St. Louis University
St. Louis, Missouri
St. Mary of the Plains College
Wichita, Kansas
St. Mary's College
Notre Dame, Indiana
St. Xavier College
Chicago, Illinois
Union College
Lincoln, Nebraska
University of Evansville
Evansville, Indiana
Ursuline College
Pepper Pike, Ohio
Valparaiso University
Valparaiso, Indiana
William Jewell College
Liberty, Missouri

SOUTHERN STATES

Public

Alcorn State University
Natchez, Mississippi
Arkansas State University
State University, Arkansas
Auburn University
Auburn University, Alabama
Auburn University at Montgomery
Montgomery, Alabama
Austin Peay State University
Clarksville, Tennessee
Central State University
Edmond, Oklahoma
Clemson University
Clemson, South Carolina
Coppin State College
Baltimore, Maryland
Corpus Christi State University
Corpus Christi, Texas
East Carolina University
Greenville, North Carolina
East Tennessee State University
Johnson City, Tennessee
Eastern Kentucky University
Richmond, Kentucky
Florida A&M University
Tallahassee, Florida
Florida Atlantic University
Boca Raton, Florida
Florida International University
North Miami, Florida
Florida State University
Tallahassee, Florida

SOUTHERN STATES

Public

George Mason University
Fairfax, Virginia
Georgia College
Milledgeville, Georgia
Georgia Southern College
Statesboro, Georgia
Georgia State University
Atlanta, Georgia
James Madison University
Harrisonburg, Virginia
Louisiana State University
New Orleans, Louisiana
McNeese State University
Lake Charles, Louisiana
Medical College of Georgia
Augusta, Georgia
Medical College of South Carolina
Charleston, South Carolina
Mississippi University for Women
Columbus, Mississippi
Murray State University
Murray, Kentucky
North Carolina Central University
Durham, North Carolina
Northeast Louisiana University
Monroe, Louisiana
Northern Kentucky University
Highland Heights, Kentucky
Northwestern State University
Shreveport, Louisiana
Radford College
Radford, Virginia
Southeastern Louisiana University
Hammond, Louisiana
Southwestern Oklahoma State University
Weatherford, Oklahoma
Tennessee State University
Nashville, Tennessee
Tennessee Tech. University
Cookeville, Tennessee
Texas Tech University
Lubbock, Texas
Texas Woman's University
Denton, Texas
Towson State University
Baltimore, Maryland
Troy State University
Troy, Alabama
Univ. of Arkansas College of Nursing
Little Rock, Arkansas
University of Alabama
Huntsville, Alabama
University of Alabama
Birmingham, Alabama
University of Alabama-Tuscaloosa
University, Alabama
University of Arkansas at Pine Bluff
Pine Bluff, Arkansas
University of Central Arkansas
Conway, Arkansas
University of Florida
Gainesville, Florida
University of Kentucky
Lexington, Kentucky
University of Maryland
Baltimore, Maryland
University of Mississippi
Jackson, Mississippi
University of North Alabama
Florence, Alabama
University of North Carolina
Charlotte, North Carolina
University of North Carolina
Greensboro, North Carolina
University of North Carolina
Chapel Hill, North Carolina
University of North Florida
Jacksonville, Florida
University of Oklahoma
Oklahoma City, Oklahoma
University of Puerto Rico
Rio Piedras, Puerto Rico
University of South Alabama
Mobile, Alabama
University of South Carolina
Spartanburg, South Carolina
University of South Carolina
Columbia, South Carolina
University of South Florida
Tampa, Florida
University of Southern Mississippi
Hattiesburg, Mississippi
University of Southwestern Louisiana
Lafayette, Louisiana
University of Tennessee
Knoxville, Tennessee
University of Tennessee
Memphis, Tennessee
University of Tennessee-Chattanooga
Chattanooga, Tennessee
University of Texas-Arlington
Arlington, Texas
University of Texas-Austin
Austin, Texas
University of Texas-El Paso
El Paso, Texas
University of Texas-Galveston
Galveston, Texas
University of Texas-Houston
Houston, Texas
University of Texas-San Antonio
San Antonio, Texas
University of Texas-Tyler
Tyler, Texas
University of Virginia
Charlottesville, Virginia
Valdosta State College
Valdosta, Georgia
Virginia Commonwealth University
Richmond, Virginia
West Texas State University
Canyon, Texas
West Virginia University
Morgantown, West Virginia
Western Kentucky University
Bowling Green, Kentucky
Winston Salem State University
Winston Salem, North Carolina

Private (Secular)

Duke University
Durham, North Carolina
Hampton Institute
Hampton, Virginia
Johns Hopkins University
Baltimore, Maryland
The University of Tulsa
Tulsa, Oklahoma
University of Miami
Miami, Florida
Vanderbilt University
Nashville, Tennessee

SOUTHERN STATES

Private (Religious)

Barry University
Miami Shores, Florida
Baylor University
Dallas, Texas
College of Notre Dame of Maryland
Baltimore, Maryland
Eastern Mennonite College
Harrisonburg, Virginia
Emory University
Atlanta, Georgia
Harding University
Searcy, Arkansas
Incarnate Word College
San Antonio, Texas
Lenoir-Rhyne College
Hickory, North Carolina
Mississippi College
Clinton, Mississippi
Mobile College
Mobile, Alabama
Oral Roberts University
Tulsa, Oklahoma
Queens College
Charlotte, North Carolina
Southwestern Adventist College
Keene, Texas
Texas Christian University
Fort Worth, Texas
Tuskegee Institute
Tuskegee, Alabama
William Carey College
New Orleans, Louisiana

WESTERN STATES

Public

Arizona State University
Tempe, Arizona
California State College
Bakersfield, California
California State University
Los Angeles, California
California State University
Sacramento, California
Intercollegiate Ctr for Nursing Educ
Spokane, Washington
Lewis-Clark State College
Lewiston,Idaho
Montana State University
Bozeman, Montana
Oregon Health Sciences University
Portland, Oregon
San Jose State University
San Jose, California
University of Alaska
Anchorage, Alaska
University of Arizona
Tucson, Arizona
University of California
San Francisco, California
University of Colorado
Denver, Colorado
University of Hawaii at Manca
Honolulu, Hawaii
University of Nevada-Reno
Reno, Nevada
University of New Mexico
Albuquerque, New Mexico
University of Northern Colorado
Greeley, Colorado
University of Southern Colorado
Pueblo, Colorado
University of Utah
Salt Lake City, Utah
University of Washington
Seattle, Washington
University of Wyoming
Laramie, Wyoming

Private (Secular)

Loretto Heights College
Denver, Colorado
University of Denver
Denver, Colorado
University of Southern California
Los Angeles, California
Westminster College
Salt Lake City, Utah

Private (Religious)

Loma Linda University
Loma Linda, California
Seattle University
Seattle, Washington
University of Portland
Portland, Oregon
University of San Diego
San Diego, California
University of San Francisco
San Francisco, California